



Team Chesapeake

Employee Newsletter

August 2014

MEET YOUR CO-WORKERS

DO YOU KNOW WHAT AUDIT SERVICES DOES?

Audit Services, which reports directly to City Council, conducts audits to evaluate whether City departments are providing services in an economical, efficient, and effective manner, whether their goals and objectives are being achieved, and whether they are complying with applicable City procedures. The audits include review and evaluation of procedures, practices, and controls at various department divisions on a selective basis. All divisions of a department are subject to evaluation. They also attempt to identify performance information that appears to be relevant to the department's operations and address any additional problem areas as requested by the department or determined from the audit itself.

Additionally, The Audit Services Department reserves time for other audit and/or technical assistance projects as requested by the City Council or City management. They also conduct follow-up reviews of previous audits, investigate complaints submitted to the City's Fraud, Waste, and Abuse hotline, and manage the City's external audit contract.

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IT'S HURRICANE SEASON.... ARE YOU PREPARED?

Hurricane season has arrived and no matter what the seasonal forecast is you should be prepared! It only takes one storm to cause major damage and disruption. The time to prepare for a storm is NOW, before the skies darken and the wind picks up.

As City employees, it's important to remember that we may have to be at work before, during, and after the storm arrives. Taking time now to prepare your home and family can go a long way towards easing your mind when you're on the job during a storm. While not every employee will be asked to work during a storm, we all have a vital role to play. Your supervisor can give you more information on the specific storm-related requirements of your position.

A great deal of information about preparing for a storm is available at www.ready.gov. Everything from an emergency kit checklist to special preparations for children, the elderly and pets, and much more. One of the most critical things to know is your storm surge zone – you can look this up at the City of Chesapeake website. The City may order evacuations by these zones. And when a storm does arrive, be sure to monitor WCTV Chesapeake Television, WFOS-88.7FM radio, and the website and City social media for the latest local news and information. Also, please register for the ChesapeakeAlert system to receive messages to your phone or email. Be prepared and be safe!!



CITY MANAGER'S MESSAGE



The summer is rapidly winding down and with the change of seasons comes the opportunity for reassessing our work processes and goals. Of course we all must make these assessments under the umbrella of our continuing commitments to our citizens and our fellow teammates. I want you to know that I appreciate the many ways in which the City organization pulls together, seeks consensus, and works for the common good. This, truly, demonstrates our “City That Cares” philosophy.

Recently you may have heard discussion about an upcoming review of the City’s payroll and timekeeping systems. As I said in my All Employee Email in early July, absolutely no decisions have been made at this point. In fact, the evaluation process is only just getting underway. Employee involvement and input will be needed at every phase of the process. My intention is to incorporate the Employee Communication Committees in this process and focus on the goal of making our systems as efficient and user-friendly as possible for all.

I am committed to keeping our team members both informed and involved in this review, at every stage. This will not be a quick process, and a conclusion is not likely until sometime in 2015. Again, I appreciate both your willingness to be part of the process and your commitment to achieving the goals we all share.

Enjoy the balance of your summer safely and in good health, and prepare to move into the fall with a sense of energy and renewed vigor. Our citizens and your fellow teammates are counting on you!

JAMES E. BAKER

NEW LEADERSHIP IN CHESAPEAKE

City Manager James E. Baker has announced the appointment of Victoria Strickland-Cordial to the position of Director of the Chesapeake Public Library System, effective August 1. Strickland-Cordial has served as Acting Director of the System since August of 2013.

“I am delighted to have someone of Victoria’s skill, knowledge and background to lead our libraries,” said Baker. “In today’s fast-changing world of technology and information exchange, libraries are much more than shelves of books. Victoria shares the City’s desire to make our libraries relevant and useful in both their collections and in the services they provide for our citizens.”

Strickland-Cordial served as Assistant Director of the Chesapeake Public Library System from January to August of 2013. Prior to that, she spent five years as Youth and Family Services Manager with the Virginia Beach Public Library, preceded by seven and one-half years as Children’s and Teen Services/Assistant Library Manager in Chesapeake. She holds a Master of Library and Information Science degree from the University of North Carolina – Chapel Hill, and a Bachelor of Arts in English Literature from Old Dominion University.



NEWS & ANNOUNCEMENTS

All City Offices and Facilities will be closed for the holiday.
Labor Day
Monday, September 1

FREE Summer Concert Series Towne Place in Greenbrier Fridays • 6:00 p.m. - 8:30 p.m. • August

- Start your weekend off right with a free concert! CHIP of South Hampton Roads is partnering with Towne Place at Greenbrier to produce the annual Summer Concert Series. The free concerts take place every Friday this summer from 6:00 p.m. - 8:30 p.m. on the lawn at Towne Place at Greenbrier. Proceeds from beverage sales will benefit CHIP, a local nonprofit, whose focus is to ensure that all children in the Hampton Roads community start school healthy and ready to learn and succeed. Guests are encouraged to bring lawn chairs and blankets for seating during the concerts. Outside alcoholic beverages are not permitted.

PUBLIC COMMUNICATIONS WINS A PINNACLE AWARD

- The Public Communications Department/WCTV Chesapeake Television was recently awarded a 2014 Public Relations Society of America Pinnacle Award for the Chesapeake 50th Anniversary video. The Pinnacle Award recognizes the best public relations programs and tactics in the Hampton Roads area. The historic video captured the reasons why the City of Chesapeake is, and has always been, one of the best places to live, work, and raise a family.

CHESAPEAKE SERVICE AWARD BREAKFAST

- City employees who have reached 15, 20, 25, 30, 35, 40, and 45 years of service were recognized at the 2014 Service Awards Breakfast. Employees were treated to a delicious breakfast, followed by an awards ceremony. Mayor Alan Krasnoff, City Manager Jim Baker, and Director of Human Resources D.L. Mears provided congratulatory remarks. Congratulations to all of the City employees who were recognized and thank you for your service.



City Manager Jim Baker thanks employees for their service.



Employees for departments throughout the City were honored.



Mayor Alan Krasnoff



City employees enjoying the breakfast.



City Council Members and management staff applaud the staff.

YOUR NEW CITY COUNCIL



Front Row (left to right): **Robert C. Ike, Jr, Vice Mayor John de Triquet, Mayor Alan P. Krasnoff, Suzy H. Kelly, and Lonnie E. Craig.**

Back Row (left to right): **Dr. Ella P. Ward, Roland J. Davis, Jr., S.Z. "Debbie" Ritter, and Richard W. West.**

HRT IS LOOKING FOR INPUT

Hampton Roads Transit (HRT) is looking for input on the future of public transit in our region. They are asking for your feedback by taking a survey to find out your transit preferences. The survey is intended to help HRT understand some basic concerns and expectations of their current and future customers.

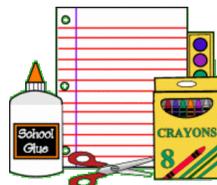
If you are interested in completing the survey about future transit in our area visit the following link to fill out the questionnaire <https://connecthamptonroads.surveyanalytics.com/>.

SCHOOL SUPPLY DRIVE

The Chesapeake Youth Committee (CYC) is sponsoring the 15th Annual School Supply Collection Drive through August 22. Supplies will be donated to Chesapeake Public Schools Title I Programs.

Donation items needed include notebook paper, pencils, crayons, erasers, glue sticks, pocket folders, safety scissors, and backpacks.

Items can be dropped off at the following places: Community Programs Office (located within the Juvenile and Domestic Relation Court building, 301 Albemarle Dr.), Chesapeake Public Safety building, Sheriff's building, City Hall, or any of the eight community centers throughout the City. Please consider donating to this great cause and helping those in need.



Healthy Tips

With most sedentary office jobs, it's easy to pack on the pounds, especially if you are not working out regularly at home and not eating healthy. Here are some tips for ways to burn a few extra calories at the office.

1. Take the stairs rather than the elevator. This is an obvious one, but it's true! If it's too hard to take the stairs in the morning and the evening when you are carrying all of your work bags, then try to take the stairs during the day when walking to meetings or going to lunch.

2. Sit on a yoga ball at your desk. Replace your office chair with a yoga ball instead! Even if you only sit on the yoga ball for an hour a day, it will still strengthen your core and help your balance.

3. Organize a lunch time walking group. Start a walking group with your co-workers. It's a great break from the office, and you can hold each other accountable for exercising.

4. Pretend to walk. To burn more calories during your work day, stand up during a phone call or conference call or walk to your colleagues office to ask a question rather than using the phone or email.

5. Chew gum. It burns only a few calories, but it keeps you from mindlessly grazing throughout the day.

6. Fidget. Yes....it's true! Tapping your feet or fingers, moving around in your chair, twirling your hair, etc., actually burns calories!

CHESAPEAKE CONFERENCE CENTER

The Chesapeake Conference Center is a full-service banquet hall and convention center. They host events from product launches and training seminars to weddings, fundraisers and more! Executive Chef Donald Antwan Bryant is well-known for his amazing culinary creations and has developed a vast array of menu items that guests rave about. Both Chef Bryant and Sous Chef Mario Wiggins have won the Taste of Chesapeake challenge three times.

Many life-changing events can happen within the conference center walls; people get married, win awards, graduate and retire, share ideas, raise thousands of dollars for numerous worthy causes, worship, celebrate, and make meaningful connections that cultivate life-long relationships.

The Chesapeake Conference Center is now managed by Venuworks of Chesapeake, LLC., and led by Executive Director Troy Thorn. Every year new memories are made at the Conference Center and exciting changes lie ahead. For more information about this great venue, visit www.chesapeakeconference.com.



EMPLOYEE BENEFIT UPDATES



REDUCTION IN OPTIONAL GROUP LIFE INSURANCE PREMIUMS

Full time employees eligible for benefits through the Virginia Retirement System (VRS) have basic life insurance equal to two times their base salary, rounded to the next thousand. Employees eligible for VRS benefits may purchase additional life insurance through Minnesota Life referred to as Optional Group Life Insurance.

Optional Group Life Insurance may be purchased, up to four times the employee's salary, not to exceed \$750,000. Coverage is also available for an employee's spouse equivalent to up to two times the employee's salary, not to exceed \$375,000.

Minnesota Life lowered Optional Group Life Insurance rates in five age bands effective July 1, 2014. The affected age banded rates are as follows:

- Age 30-34: Reduced from \$0.06 to \$0.05 per month per \$1,000 of coverage
- Age 35-39: Reduced from \$0.07 to \$0.06 per month per \$1,000 of coverage
- Age 55-59: Reduced from \$0.34 to \$0.33 per month per \$1,000 of coverage
- Age 60-64: Reduced from \$0.66 to \$0.65 per month per \$1,000 of coverage
- Age 65-69: Reduced from \$1.27 to \$1.15 per month per \$1,000 of coverage

Not enrolled in Optional Group Life Insurance? It's not too late.

- Employees are guaranteed coverage during their first 31 days of employment.
- Coverage is also available for spouses and dependents.
- Employees who have been employed by the City longer than 31 days can request enrollment by completing an Enrollment Application for VRS Optional Group Life Insurance and a Group Life Evidence of Insurability. Both forms are available via the following link: <https://web1.lifebenefits.com/lbwcm/pd/vrs>
- Rates are competitive with other term life insurance policies and this policy offers the convenience of premium payments through payroll deduction.
- Employees can request enrollment at any time.
- Employees who are enrolled in Optional Group Life insurance may continue coverage into retirement provided that they were continuously insured for a period for at least 60 consecutive months prior to retirement, or prior to reaching one's "normal retirement date" for a disability retirement at the same rates as an active employee.

Please contact Minnesota Life with questions at 800-441-2258.

Optional Life Member and Spouse Premium Rates Effective July 1, 2014		Optional Life Dependent Child/Children Rates Effective July 1, 2014		
Age of Member/Spouse	Monthly Cost Per \$1,000 of Coverage	Option (Coverage Level)	Cost of Coverage	Child Coverage Amount
Under 30	\$0.05	1	\$0.80	\$10,000
30 to 34	0.05	2	0.80	10,000
35 to 39	0.06	3	0.80	20,000
40 to 44	0.09	4	0.80	30,000
45 to 49	0.14			
50 to 54	0.20			
55 to 59	0.33			
60 to 64	0.65			
65 to 69	1.15			
70 to 74	2.06			
75 & Over	2.06			

WHAT IS YOUR STORM SURGE ZONE?

It is extremely important for citizens to know their Storm Surge Zone, because it's the primary way the City handles evacuations. Since the Hampton Roads area has an insufficient roadway network to effectively evacuate our population, we must use very targeted evacuation procedures. Knowing your Storm Surge Zone will help you know when and how to respond to emergency instructions. The easiest way to look up your Storm Surge Zone is on the City's website. Visit CityofChesapeake.net, click on the Spotlight tab on the home page and under the first item there is a link to the storm surge look up tool.

If you are in Category 1 or 2 you are the most prone to flooding, Category 3, 4, 5 are less prone. We encourage citizens in the Category 1 or 2 areas to be prepared to leave the area and seek shelter with family, friends, or at a hotel. Citizens in Category 3,4,5 need to be prepared to shelter-in-place and to be on your own for several days.

Now, every storm is different, and we could have a catastrophic event and order evacuation of all our Storm Surge areas. When a storm is approaching, we encourage citizens to stay informed by watching WCTV Chesapeake Television, monitoring WFOS 88.7 FM radio, keeping up with posts on the City's website and Facebook page, and by signing up for Chesapeake Alert.

SUMMER RECIPE

Grilled Eggplant Parmesan

Total Time: 45 MIN
Servings: 4

- 1 large eggplant (1 1/2 pounds), peeled and sliced crosswise 1/4 inch thick
- 4 large plum tomatoes, sliced crosswise 1/4 inch thick
- Extra-virgin olive oil, for brushing
- Salt
- 1/3 cup chopped green olives
- 1 to 2 tablespoons chopped oil-packed Calabrian chiles or other hot chiles
- 1/4 cup finely shredded basil, plus whole leaves for garnish
- 6 ounces Fontina cheese, thinly sliced
- Crusty bread, for serving



Cooking Instructions:

1. Preheat the oven to 450° and heat a grill pan. Brush the eggplant and tomato slices with olive oil and season lightly with salt. Grill the eggplant in batches over moderately high heat, turning once, until softened and lightly charred, about 4 minutes. Grill the tomatoes, turning once, until lightly charred but still intact, about 2 minutes.
2. In a bowl, combine the olives, chiles and shredded basil. Line a large rimmed baking sheet with parchment paper. In the center, arrange half of the eggplant in a 9-inch square, overlapping the slices slightly. Top with half of the grilled tomatoes, olive mixture and Fontina. Repeat with the remaining ingredients, ending with the cheese.
3. Bake in the center of the oven for about 15 minutes, until bubbling and golden. Let stand for 10 minutes. Garnish with basil leaves and serve with crusty bread.

www.foodandwine.com

STAFF THAT CARES

As City employees it is our job to take care of the City vehicles and equipment that we use and it's important to treat them as if they were our own. In an effort to encourage proper care for City vehicles and equipment, we are highlighting City employees who take excellent care of City gear. The first staff member to be recognized as an employee that cares is Scott Burnside with the Parks, Recreation, and Tourism Department.

Scott is in charge of more than 50 pieces of equipment, all of which he effectively manages to ensure that maintenance and inspections of the vehicles are completed on a regular basis. These actions are vital to increasing the longevity of the equipment and reducing downtime and repair costs. When discrepancies are found with the equipment, he contacts Central Fleet immediately to schedule repairs. Additionally, Scott will go the extra step and replace light bulbs, wipers, blades, belts, and other minor parts needed to keep the equipment in service and reduce the burden on the garage. Scott has become one of the model employees in the City and sets a level of professionalism which others should strive to emulate.



City of Chesapeake Parks, Recreation, and Tourism employee Scott Burnside with one of his well-kept vehicles.



City Hall staff celebrates the Fourth of July!

WE WANT TO HEAR FROM YOU!

If you have story ideas or suggestions, we want to know!

Please contact: Jen Bichara
Public Communications
Department

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jbichara@cityofchesapeake.net