



# Team Chesapeake

## Employee Newsletter

July 2018

### A Special Message from the City Manager

I want to begin this message with a hearty “Thank You” to everyone involved in planning and carrying out the recent Care and Wellness Expo event. As I walked through Courtyard Square Park on that sunny Friday, I was reminded once again what a great team, and truly a great family, our City employees comprise.



We all bring different skills, talents, and interests to the table, but watching them mesh into a cohesive, citizen-focused collection is truly gratifying. You will see pictures from the event elsewhere in this newsletter, and I hope you had the opportunity to come out, learn about your fellow City departments, and enjoy a bit of fun. For those who were successful in “dunking the Manager,” congratulations, I think we set a new record this year. However, you will have to excuse me for not being anxious to set an even higher one next year! During the Expo, you likely noticed the new “LOVE” artwork gracing the park. This piece fits in with a statewide campaign, but it also carries a powerful message for, and about, those who work for the City. While no job is ever always fun, I think it’s fair to say that the vast majority of us working for Chesapeake residents love what we do. We embrace the challenges, enjoy the spirit of camaraderie with our colleagues, and revel in the successes we have in helping citizens get the most out of their community.

Chesapeake employees are deeply vested in our community. Many of us live here, shop here, send our children to school here, worship here, play here, and simply love the Chesapeake lifestyle. It’s up to us, too, as municipal employees to ensure that Chesapeake is a place worthy of that love. Through hard work, dedication, and a truly spirit of service, you and your teammates are doing just that, each and every day.

So let me close as I began, with a word of thanks to each of you for sharing your love for our City and its people. We’ve got a hot summer ahead, with plenty of opportunities to get out and enjoy, and an equal number of chances to help others do the same. Keep up the great work, keep spreading your enthusiasm, and let’s all work together to keep Chesapeake great. Happy summer!!

James E. Baker

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## City Staff Spotlight

In each issue, Team Chesapeake highlights two of our fellow City employees. If you are interested in being “spotlighted” in our employee newsletter, email us at [pubcomm@cityofchesapeake.net](mailto:pubcomm@cityofchesapeake.net).

**NAME:** Josh Fisher

**DEPARTMENT:** Parks, Recreation and Tourism

**JOB TITLE:** City Events Coordinator



**How long have you worked for the City?** 11 years total in various roles.

**What is one interesting thing about your job?** Working with the amazing people and organizations in Chesapeake. Coordinating special events and environmental programs allows me to work with a wide variety of citizens, which is very rewarding!

**Name one thing that has been a highlight or something positive that has happened during your career with the City so far.** When I arrived in Chesapeake I had the experience of working in the City Managers

Office where I was tasked with implementing a city-wide special event permitting program. With collaboration of various City departments and input from citizens and event producers in Chesapeake, we were able to implement a “one stop shop” for event producers to receive all needed permits and City service support to ensure safe and successful special events in Chesapeake.

**What is one unique fun fact about YOU in general that others may not know?** I am a native Mainer (or Mainahhh as they would say up north) and I have driven every inch of Interstate 95 from Limestone, Maine to Key West, Florida. Many fun adventures along the way!

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**NAME:** William Collins, Sr.

**DEPARTMENT:** Public Works

**JOB TITLE:** Customer Service Manager



**How long have you worked for the City?** As of April 2018, it's been 34 years.

**What is one interesting thing about your job?** As Public Works Customer Service Manager, I have the opportunity to meet and talk with people from all walks of life on a daily basis. I've met accomplished musicians, professional athletes, doctors, teachers, soccer moms; you name it, I've probably met with them.

**Name one thing that has been a highlight or something positive that has happened during your career with the City so far.** I've managed, by the grace of God, to witness with my very own eyes, how the humble beginnings of a teenage laborer, and the relentless pursuit to do more and be more, can result in something far more greater than one could ever imagine. My current position, as Public Works Ombudsman, affords me the opportunity to assist those who I have been privileged to serve, by reaching practical real life solutions to everyday problems. My motto is, “If it's unresolved, I'm involved.”

**What is one unique fun fact about YOU in general that others may not know?** I served as the Sergeant-at-Arms in a club many years ago. I was responsible for maintaining and keeping order. Because of my size I was the obvious choice for the position. I'm also an author of a children's book entitled, *The Flat Family Series*.

### Valor Award Recipients Honored

On April 17, twenty first responders with the Fire and Police Departments received the Gold Valor Award, the Hampton Road's Chamber of Commerce's highest level of recognition. The Chamber of Commerce annually recognizes acts of heroism performed by firefighters and police officers in the five-city metropolitan region. These men and women worked together to rescue and evacuate 150 senior citizens after a lightning strike set fire to the residence community at Chesapeake Crossing. The bravery and heroic actions demonstrated by these first responders during the incident epitomizes their mission "to protect life and property", especially considering the victims represented one of the most vulnerable population groups in the community, senior citizens. The official award ceremony was held on June 7.



#### **The Hampton Roads Chamber of Commerce Gold Valor Award Recipients:**

- Lieutenant Ryan McFadden - Fire Department
- Firefighter/EMT Tim Caruso - Fire Department
- Firefighter/EMT Jason Parsons - Fire Department
- Firefighter/EMT Barry Olsen - Fire Department
- Firefighter/EMT Chris Richardson - Fire Department
- Firefighter/EMT Adam Russell - Fire Department
- Sergeant Michael Bean - Police Department
- Sergeant James Garrett - Police Department
- Sergeant David Dashiell - Police Department
- Sergeant Michael Sparrow - Police Department
- Officer Jenna Bayer - Police Department
- Officer Callie Kessler - Police Department
- Officer Kristin Severino - Police Department
- Officer Keith Hill - Police Department
- Officer Russell Keene - Police Department
- Officer Brent Lee - Police Department
- Officer Russell Sawatzke - Police Department
- Officer Kevin Walton - Police Department
- Officer Larry Holmes - Police Department
- Officer Natrel Lewis - Police Department

## Emergency Management

### New Public Safety Operations Center Opens

The City celebrated the grand opening of its new Public Safety Operations Center (PSOC) with a ribbon-cutting ceremony on May 31. The PSOC, located at 2130 South Military Highway, is a state of the art central location for many of the City's most critical communications and emergency operations functions.

The three-story, 51,000 square foot building houses several departments including the Emergency 911 Call Center, Emergency Dispatch, Emergency Operations Center, Customer Contact Center, Backup Network Operations Center, Emergency Management Office and Fire Training Administration. Nearly 100 staff members occupy the building, augmented with additional staffing for emergency operations and training activities.



Left to right: Fire Chief Edmund Elliott, Delegate James A. "Jay" Leftwich, Jr., Council Member Elect Matthew Hamel, Council Member Elect Steve Best, Senator Lionell Sprurill, Council Member Lonnie Craig, Congressman Bobby Scott, Council Member Suzy Kelly, Mayor Rick West, Council Member Ella Ward, Treasurer Barbara Carraway, Commonwealth Attorney Nancy Parr, Council Member Debbie Ritter, Senator John Cosgrove and Police Chief Kelvin Wright.

Later that day, Governor Ralph Northam, surrounded by state and local officials in the PSOC, reminded residents of the importance of preparing for hurricane season which began on June 1. The Governor also encouraged Virginians to learn which evacuation zone they are in so they can receive important evacuation information and instructions from emergency managers as a storm approaches.

### Know Your Zone

The Virginia Department of Emergency Management, together with Virginia coastal communities, has developed a plan for evacuating residents who will be in harm's way should a hurricane or other emergency event occur. This system makes it easier to know when a citizen's home is at risk. Before the storm, before the evacuation, and before the traffic, it's important that citizens know their zone. Residents in evacuation zones are in either A, B, C, or D, based on anticipated risk.

Citizens can find out what their zone is by visiting [KnowYourZoneVA.org](http://KnowYourZoneVA.org) and entering their home address. The map will zoom into the street which will either be shaded blue for Zone A, green for Zone B, orange for Zone C, red for Zone D, or neutral for the area of Chesapeake with no zone because of the unlikelihood of evacuation. Residents are encouraged to write down their zone and put it somewhere that will help them remember it, like on a refrigerator or by a home computer.



The City will use all available means to notify people of an evacuation, but the best way to get the message is to register for the City's notification system, Chesapeake Alert. Registering ensures that you are notified directly in the way you prefer and receive updates after the storm has passed. [Register here.](#)

## Public Works News

### Team Places at Annual Rodeo

The Public Works Department sent a team of operators to the annual Mid-Atlantic American Public Works Association Equipment Rodeo on May 2 in Fredericksburg, Virginia. The team competed with operators from around Virginia, Maryland and Delaware in timed events that tested their skill and precision with equipment they use on a daily basis. Candido Rivero, a grapple truck operator with the Waste Management Division, won first place in the Grapple Truck competition.



Left to right: Eric Martin, Director of Public Works; Omar Wilson, Drainage; Tyler Zemiemiski, Waste Management; Candido Rivero, Waste Management; Paul Savelle, Bridge Division; Kindzell Brown, Waste Management; Jerome Moore, Contracting Services.



Candido Rivero, Waste Management Operator 2, won first place in the Grapple/Knuckleboom Truck Operator Competition at the rodeo.

### Employees Receive Recognition

The American Public Works Association's Mid-Atlantic Chapter Award for Non-Public Contact Customer Service was presented to Cindy Garrett, Payroll/Human Resource Technician. Patricia Jones, Administrative Assistant 1, received Honorable Mention.

The award is given to employees that provide continuously outstanding customer service to personnel within an organization providing public works services.



Above: Cindy Garrett and Public Works Director Eric Martin.



Left: Patricia Jones and Public Works Director Eric Martin.

# Awards & Recognitions

## Recent Public Service Award Recipients 3<sup>rd</sup> Quarter

- Harold B. Phillips, III-Development & Permits
- Belinda A. Brooks - Public Works
- Gwen A. Barnett - Public Works
- Debra R. Couch - Library
- Jianchong Luo - Purchasing
- John M. Eader - Central Fleet
- Adam Trower - Central Fleet
- Bertie Dixon - Central Fleet
- William R. Burke, Jr. - Central Fleet
- Charles A. Brooks - Central Fleet
- Corey T. McNeill - Central Fleet
- Daniel L. Ball - Central Fleet
- Ernest Deomania - Central Fleet
- Frank Labeaud - Central Fleet
- Hunter B. Ashby - Central Fleet
- Jerry Kenney - Central Fleet
- Keith Squires - Central Fleet
- Kelvin L. Jones - Central Fleet
- Kenneth Rogers - Central Fleet
- Kenneth J. Spencer - Central Fleet
- Kevin Horvath - Central Fleet
- Nathaniel Butler - Central Fleet
- Nathaniel S. Munley - Central Fleet
- Norris R. Jones - Central Fleet
- Raymond Hall - Central Fleet
- Randy Baker - Central Fleet
- Vernon Griffin - Central Fleet
- Thomas Harrell - Central Fleet
- Todd Pike - Central Fleet
- Timothy P. Depow - Central Fleet
- Steven P. Wicks - Central Fleet
- Sandra M. Madison - City Clerk
- LaTanya Bennett - Chesapeake Juvenile Services
- Paula F. Daniels - Chesapeake Juvenile Services

## Employees Recognized for Service to the City

The 2018 Service Awards ceremony was held on June 20 at the Chesapeake Conference Center. The award recognizes employees who have served the City for fifteen years or longer. Employees recognized for 45 years of service were Zelma Allen with the Police Department and Jerry Ivory with Public Works.

Mayor Rick West and City Manager Jim Baker both addressed and congratulated those in attendance.

Left to right: City Manager Jim Baker, Zelma Allen, Police Chief Kelvin Wright and Mayor Rick West.



Left to right: City Manager Jim Baker, Assistant Director of Public Works Earl Sorey, Jerry Ivory and Mayor Rick West.



Employees in attendance have served the City for 15 years or longer.

# Health Department News

## New Director of WIC Announced

The City's Women, Infants, and Children (WIC) Food and Nutrition Service has a new director.

After 33 years of service, former Director Connie Smith retired and "passed the torch" to Joy Monton. Monton was previously employed at the Virginia Beach WIC office.

Connie Smith (right), literally passes the torch to new Director, Joy Monton at Connie's retirement party.



## Director Invited to Speak at Annual Conference



Dr. Nancy Welch, Chesapeake Health Department Director, was invited to speak at the annual National Association of County and City Health Officials conference (NACCHO) this month in New Orleans. Dr. Welch will be speaking about the successful partnership between Chesapeake Regional Healthcare, the City and Healthy Chesapeake Inc., in managing Population Health for the Virginia Department of Health. The goal of Healthy Chesapeake is to make Chesapeake the healthiest city in the state by 2030. The City is currently ranked #40, according to the most recent Robert Wood Johnson County Health Rankings.

Dr. Nancy Welch with Chris Gordon, Operations Director for Virginia Department of Health Community Health Services at last year's conference.

The Chesapeake Health Department welcomes B&H Produce for their Farmer's Market every Wednesday! The market will be open from 9:30 a.m. until 3:30 p.m. every Wednesday through October 31.

Shoppers will be able to purchase fresh local produce, fruits, vegetables, free-range eggs, honey, jams, jellies, pickles, relishes, salsa and more!

The market is setup at the Chesapeake Health Department parking lot located at 748 Battlefield Boulevard North, behind Chesapeake Regional Medical Center.



Fresh, local produce! Fruits, Vegetables, Free Range Eggs, Honey, Jams, Jellies, Relishes, Pickles, Salsa and more!



**Every Wednesday!**

9:30 to 3:30

**Chesapeake Health Department**

748 Battlefield Blvd. North  
(behind Chesapeake Regional Medical Center)

Call 382-8650 for more information

Visa, Master Card, Discover, American Express, Checks, Cash and EBT accepted.



## News of Note

### City Fleet Ranks in Top 10

Central Fleet Management was recognized as the #4 fleet in the 50 Leading Fleets competition for 2018. Central Fleet Management has been listed as one of the 50 Leading Fleets listing for the past three years, but this is the first time in the top 10. Government Fleet magazine and the American Public Works Association announced the awards on June 5 at the Government Fleet Expo.

The awards program, sponsored by Ford Motor Company and Geotab, recognizes fleet operations that are performing at a high level, particularly in fleet leadership, competitiveness and efficiency, planning for the future, and overcoming challenges. [See the complete list.](#)

### Prestigious Scholarship Awarded to City Employees

Two City employees were recent recipients of the 2018 Dr. Clarence V. Cuffee Scholarship. Chrystal Friend with Chesapeake Integrated Behavioral Healthcare and Nikia Myrick with the Human Service Department, Division of Social Services were recognized at the City Council Meeting on May 22. Chrystal is working on her Masters in Mental Health and Nikia is working towards a Bachelors Degree in Social Work.

In memory and recognition of Dr. Cuffee's lifelong commitment to continued learning, a scholarship was established in his name to help deserving students continue their education. City employees pursuing a degree at NSU in any area of public service are eligible to apply for the Scholarship. For more information or to contribute to the scholarship fund, go to [www.CityofChesapeake.net](http://www.CityofChesapeake.net).

### Employee Goes Above and Beyond to Rescue Pet

Last month, a citizen frantically called the Customer Contact Center asking for someone to help rescue his dog, which was stuck in a storm drain. The little poodle, named Stevie, was trapped in a drain in the 700 block of Rosewell Avenue, near Providence Road in the Indian River area.

Herbert Lawrence with the Public Works Stormwater Management Division, was the first to arrive. Lawrence tried to coax the dog out of the drain, but finally had to offer part of his ham sandwich from his own lunch before the dog agreed to come to him. Thanks to Mr. Lawrence, it was a happy ending!



### Tired of Living Paycheck to Paycheck?

The road to Financial Freedom is closer than you think...

Through the 10 monthly classes and one-on-one coaching, you can break free from living paycheck to paycheck, avoid payment and penalty fees and keep more money for yourself!

Class starts Saturday, September 8 (second Saturday of the month)  
Major Hillard Library  
824 Old George Washington Highway  
10:00 a.m. - noon

Everything is completely FREE! Register Today! [www.BankOnHR.org](http://www.BankOnHR.org) or call 757-943-9652



# Library News

## Activities are Heating Up at the Library This Summer

### FantaSci

Chesapeake Public Library's annual fantasy and science fiction mini-con is back for year sixteen and bigger than ever!

This year FantaSci will be a two day experience. Unite with hundreds of fans from across the East Coast in celebration of fictional worlds, cosplay, creators, comic books, collectibles, panels, escape rooms, games and fun! Bring the whole family to enjoy tons of fantastic, free activities!



Featuring: Galacticon by Tidewater Alliance

Saturday, July 28 10:00 a.m.- 5:00 p.m. & Sunday, July 29 12:00 p.m. - 5:00 p.m. at Central Library.

### Summer Reading Challenge

Chesapeake Public Library is bringing back their perennial favorite, the Summer Reading Challenge. This year the challenge has leveled up with a new streamlined platform and mobile accessible website. Visit [Chesapeake.beanstack.org](http://Chesapeake.beanstack.org) to register! Teens and adults can read books to earn tickets. Tickets can be used to enter to win the prize of your choice! Every child can win a prize in the children's challenge. Read and spin the wheel to collect the prize of your choice. The challenge runs from July 1- August 11.



**The Chesapeake Public Library**  
**offers free Notary Public services to Library customers.**

Customers must bring current, unexpired photo identification with a signature. For more information and to see when a notary is available, call 757-410-7100.

# Safety Corner

## Preventing Heat Related Illness

The heat of summer continues to tighten its grip on our comfort zones. For those who spend a lot of time outdoors, especially those who perform regular/heavy work outdoors, the need to maintain an awareness of their exposure to the heat and humidity is critical.

To prevent heat related illness and fatalities:

- Drink water every 15 minutes, even if you are not thirsty.
- Rest in the shade to cool down.
- Wear a hat and light-colored clothing.
- Learn the signs of heat illness and what to do in an emergency.
- Keep an eye on fellow workers.
- “Easy does it” on your first days of work in the heat. The body needs to get used to it.



Working in full sunlight can increase heat index values by 15° (F). Keep this in mind and plan additional precautions for working in these conditions. Heat Index - know the conditions that you/your workers are working in. The Heat Index is the temperature that the body feels when relative humidity is combined with the air temperature. OSHA has developed the OSHA Heat Safety Tool (App.) that automatically calculates the heat index in your location. To download visit: [https://www.osha.gov/SLTC/heatillness/heat\\_index/heat\\_app.html](https://www.osha.gov/SLTC/heatillness/heat_index/heat_app.html) (Android or iPhone).



### NOAA's National Weather Service

#### Heat Index Temperature (°F)

Relative Humidity (%)	80	82	84	86	88	90	92	94	96	98	100	102	104	106	108	110
40	80	81	83	85	88	91	94	97	101	105	109	114	119	124	130	136
45	80	82	84	87	89	93	96	100	104	109	114	119	124	130	137	
50	81	83	85	88	91	95	99	103	108	113	118	124	131	137		
55	81	84	86	89	93	97	101	106	112	117	124	130	137			
60	82	84	88	91	95	100	105	110	116	123	129	137				
65	82	85	89	93	98	103	108	114	121	128	136					
70	83	86	90	95	100	105	112	119	126	134						
75	84	88	92	97	103	109	116	124	132							
80	84	89	94	100	106	113	121	129								
85	85	90	96	102	110	117	126	135								
90	86	91	98	105	113	122	131									
95	86	93	100	108	117	127										
100	87	95	103	112	121	132										

#### Likelihood of Heat Disorders with Prolonged Exposure or Strenuous Activity

- Caution
- Extreme Caution
- Danger
- Extreme Danger

**WATER. REST. SHADE.**  
The work can't get done without them.

# Employee Benefits Updates

## New Retirement Planning Course Offered

The Virginia Retirement System provides topics, articles, and tools available through their myVRS Financial Wellness program. This program can be accessed via an employee's myVRS account. VRS has added a Planning for Retirement course to the mix. This 35-minute, web-based course focuses on retirement readiness. Employees will gain insights on long-term financial management, as well as an overview of the many retirement account options available from different sources. Finally, the course gets personal with a detailed financial assessment to help employees evaluate the actions they'll need to take to meet specific goals and to ensure a comfortable retirement. Included in the Planning for Retirement course:

- Personalized course setup
- 12 minutes of on-demand video
- Interactive exercises
- Quizzes with immediate feedback
- Personalized course completion certificate
- Learn at your pace on desktop, tablet, mobile

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## Employee Communications Committee

Do YOU know who represents your department at the City's Employee Communications Committee (ECC) meetings? This Committee meets quarterly with the City Manager to discuss various topics that impact our City and its employees. Some examples of the topics recently discussed include:

- City Benefits
- Arrears/Pay Cycle Changes
- Roth IRA
- Leave Donation Policy

Surely some of the above have impacted you in some way large or small. Find out who your Department ECC representative is and BE IN THE KNOW!

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## Don't Wait, Hydrate!

Our bodies use water to help maintain temperature, remove waste, and lubricate our joints. Every cell, tissue, and organ needs water to properly function, so it is no surprise that hydration is very important to our survival. A great way to check to see if you are hydrated is to observe your urine output color. If the urine is light yellow or colorless, you are good to go, but if the urine is dark yellow or amber, it may be time to pick up a glass of water.



Water is the best way to stay hydrated and does not add extra sugar or calories to your diet, but fruit and vegetable juices, milk, and teas can also help you stay hydrated. Sports drinks can be helpful, especially if you are exercising; they add carbohydrates and electrolytes back into your body that you may have lost through sweating.

If staying hydrated is hard for you, try to keep a bottle of water with you during the day. If you do not like the taste of water, add a lemon or lime to increase the flavor. Headaches, dry mouth, confusion, or dizziness, are all signs of dehydration. Try to drink between 6 to 8, 8-ounces glasses of water a day to keep your body functioning correctly and to avoid dehydration.

# The City That Cares!

## CARE and Wellness Expo a Success!

This year's Care and Wellness Expo was held on Friday, June 15, at Courtyard Square Park at City Hall. All employees were invited to attend the expo from 11:00 a.m. until 2:00 p.m. A free shuttle service was offered from off-site locations.

Activities included departmental exhibits, Library Mobile Edition and ICMA Retirement vans, a variety of food trucks, free cotton candy, yoga and brave employees even got to try their hand at dunking the City Manager in the Dunk Tank!



Right: City Manager, James Baker prepares to take a plunge in the dunk tank as an employee throws the ball at the target!



Deputy City Manager Dr. Bailey tries her hand at dunking Deputy City Manager Bob Geis.



Public Utilities Director David Jurgens takes the plunge again!



Development and Permits Director Jay Tate goes for a swim!



Employees received a "swag" bag at registration.

# A Variety of Food and Desserts Were Available



# CARE and Wellness Expo Department Booths and Exhibits



**Commonwealth Attorney's Office**



**Police Department Recruitment**



**Fire Department**



**ICMA Retirement Bus**



**Public Communications Department**



**Parks, Recreation and Tourism**



**Audit Department**



**Public Library**

# CARE and Wellness Expo Department Booths and Exhibits



Community Emergency Response Team (CERT)



Mosquito Control Commission



Planning Department



Virginia Cooperative Extension



Public Utilities



Real Estate Assessor



Registrars Office



Risk Management

## Did You Know?

### July is Parks & Recreation Month!

Celebrate by exploring the City's parks, centers, events, programs and classes! Visit the Parks, Recreation and Tourism's Facebook and department webpage to see how you can participate, have some fun and earn prizes.

Submit your entry to rename the Leisure Guide. For more information go to [www.cityofchesapeake.net/prt](http://www.cityofchesapeake.net/prt).



### It's Now Easier to Cross the Street!

The Public Works Department's Traffic Engineering Division has installed new flashing crosswalk warning signs at Shea and Holt Drive in the Municipal Complex. Pedestrians can push the button to activate the flashing lights that will alert drivers to persons crossing the street.



## Upcoming City Closing

### Independence Day

All City offices, courts, libraries and community centers will be closed on Wednesday, July 4.

The Visitors Center, located at 1224 Progressive Drive, will remain open.

Changes to trash and recycling collection schedule:

- Wednesday route will be collected on Thursday
- Thursday route will be collected on Friday
- Friday route will be collected on Saturday