



# Team Chesapeake

## Employee Newsletter

Spring 2014

### MEET YOUR CO-WORKERS

#### DO YOU KNOW WHAT THE PLANNING DEPARTMENT DOES?

The Planning Department coordinates a variety of land planning functions that range from creating a 20-year vision for the future of Chesapeake to reviewing all new development proposals to ensure they reflect the City's long and short range goals. The Planning Department works with citizens and community leaders to build a consensus on how the City should grow, both in the short and long term.

The Planning Department is comprised of three divisions: Comprehensive Planning, Current Planning and Planning Management Support.

The Comprehensive Planning Division provides vision and guidance for the long range development of the City. This Division develops and maintains the City's Comprehensive Plan - *Moving Forward 2035*, conducts special studies, administers the City's Open Space and Agriculture Preservation Program, and monitors population and housing growth. The Comprehensive Planning Division recently expanded to encompass community development initiatives including the administration of the City's HUD grant programs. This Division provides staff support to the South Norfolk Architectural Review Board, the Historic Preservation Commission, and the Bicycle and Trails Commission. Currently, the Comprehensive Planning division is overseeing the Dominion Boulevard Corridor Strategic Plan.



#### CHESAPEAKE PLANNING DEPARTMENT

Division reviews more than 1,000 applications per year, with the largest application in the past year being the Dollar Tree mixed use development in Greenbrier. Support is provided to the Planning Commission by preparing agendas and minutes, along with processing text amendments to the Zoning Ordinance and the Subdivision Ordinance.

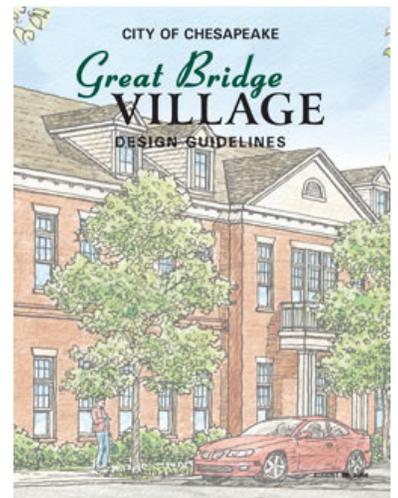
The Planning Management Support Division assists all other divisions with data or mapping needs, as well as assignment of street names and building addresses, GIS mapping, development tracking, website content, public communication of information, zoning map updates, and records management. The Support Division also provides assistance to citizens and property owners through the Customer Service Planner.

The Planning Department's goal is to positively affect Chesapeake's quality of life through well-informed decision making in the physical development of the city.

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The Current Planning Division implements the City's development policies through the review of all rezoning applications, conditional use permits, preliminary subdivisions plans, preliminary site plans, and the Chesapeake Bay Preservation Area applications. The Current Planning



# CITY MANAGER'S MESSAGE

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Spring has arrived here in Chesapeake - and not a moment too soon! To say that the winter of 2013-2014 has been a challenge for the City organization would be a gross understatement. The bitter cold and the all-too-frequent precipitation (of all sorts) made for difficult traveling and working conditions for all of us. As the warm-up begins, I want to offer a hearty thank you to every member of the City team who put in the extra effort necessary to keep our residents safe, our roadways clear, and our municipal organization moving forward.

As we all know, spring is a time for new beginnings, and that's equally true here in the City. The proposed budget for the next fiscal year is now before the City Council for their consideration, setting out our plans for growing our community while maintaining the conservative financial principles which have permitted Chesapeake to weather the recent economic challenges. I am happy to report that the proposed budget includes a 3% pay increase, effective October 1, 2014, for employees who joined the City team by April 1st of this year, along with some additional incentives and salary adjustments for various staff positions. I encourage each of you to look over the budget package, which you can find online at [CityOfChesapeake.net](http://CityOfChesapeake.net) or at any of our library branches.

I have had the pleasure to host a number of employee forums in the past several weeks, allowing me to get out and interact with many of our City teammates. As I said in those meetings, I find these forums a great way to connect with employees, our most vital resources, since the City "grapevine" does not run through my office. While it would be unrealistic to say that every idea or desire shared in these meetings will come to fruition, you have my continued pledge that your thoughts matter, your voices are heard, and whenever possible, your ideas will be adopted. I hope we can continue to have an open dialogue throughout the year, both in these sorts of forums and more directly, one on one, when you feel the need warrants.

Let me close this message with a challenge to each of you to make the spring of 2014 your own personal time of renewal. Take a few moments to look at how you perform your job each day, think about how you might be able to "scrape off the winter blahs," refresh your efforts, and commit yourself to a fresh start. Even if it's only in a small portion of your work, you will feel better for it and so will our customers - the citizens of Chesapeake whom we all serve. Have a great spring and enjoy all that our City has to offer!

**JAMES E. BAKER**

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## STATE OF THE CITY

In March, Chesapeake Mayor Alan Krasnoff delivered his annual State of the City message to a sold out luncheon at the Conference Center. The event, sponsored by the Hampton Roads Chamber of Commerce, was an opportunity for the Mayor to highlight successes in the City during the past year, as well as to share his vision for Chesapeake's future. During the address, the Mayor recognized a number of City employees and citizens for their contributions to making Chesapeake great.



WCTV Chesapeake Television carried the Mayor's State of the City address live, and replays can be seen anytime using the on-demand service at [CityOfChesapeake.net/TV](http://CityOfChesapeake.net/TV).



# NEWS & ANNOUNCEMENTS

## THE COMMUNITY SERVICES BOARD HAS A NEW NAME

- The City of Chesapeake's Community Services Board (CSB) has a new name. The new official name was approved by City Council at their December 17, 2013, meeting. The Community Services Board will now be referred to and recognized as **Chesapeake Integrated Behavioral Healthcare**.

## CHESAPEAKE CITY EMPLOYEES CREDIT UNION MERGES WITH BAYPORT

- BayPort Credit Union and Chesapeake City Employees Credit Union merged on April 1, 2014. City employees will continue to see the same helpful and professional staff members and will enjoy access to 17 additional branch locations across Greater Hampton Roads, including three in Chesapeake. For more information on the merger please contact (757) 468-5463.

## CHESAPEAKE CONFERENCE CENTER PRIVATIZATION

- City Council has approved a five-year contract to put VenuWorks in charge of operating and marketing the Chesapeake Conference Center. In addition, the Convention and Visitors Bureau merged with the Department of Parks and Recreation, to form the Department of Parks, Recreation, and Tourism. The newly-renamed department will assume general oversight of the facility and promote tourism throughout the City. VenuWorks will control the operation and management of the Conference Center.

## CITY COUNCIL APPROVES THE 2035 COMPREHENSIVE PLAN

- On February 25, 2014, City Council approved the 2035 Comprehensive Plan. The Comprehensive Plan sets goals, objectives, and action strategies for the future development of the City. It consists of a Policy Document, a Land Use Plan, and a Master Transportation Plan. This multi-year effort included community input meetings, focus groups on key issues, stakeholder meetings, and several work sessions and meetings with the Planning Commission and City Council. The adopted 2035 Comprehensive Plan is available for viewing on the City's website under the Planning Department.

## CHESAPEAKE - 9th BEST RUN CITY IN AMERICA

- In January, the business website *24/7 Wall Street* named Chesapeake the 9th Best Run City in America. In presenting the award, they recognized the City's diverse economy and tax base along with its low unemployment rate. For more information about the award, visit [247wallst.com](http://247wallst.com).

## CITY EARNS SECOND "AAA" BOND RATING

- In March, ratings agency Standard & Poor's elevated the City of Chesapeake's bond rating to "AAA." In doing so, the agency cited the City's strong financial management and conservative use of resources. This is the second "AAA" for the City, with the Fitch rating service bestowing that top-level rating in 2010. A high rating allows the City to, among other things, borrow money at attractive interest rates.



SPRING EMPLOYEE HOLIDAY  
Memorial Day  
Monday, May 26

# VOLUNTEER OF THE QUARTER

**R**ichard Perry has volunteered for the City of Chesapeake for the past seven years. In 2013, he donated more than 227 hours to the Fire Department as the department's courier. This alone has saved the City roughly \$3,000. He also assists the Emergency Management division and the Community Emergency Response Team (CERT) as an instructor, team leader and photographer. Additionally, he volunteers for the Rehabilitation Unit, the Chesapeake Medical Reserve Corps, and he is a member of the HAM radio group.

Richard is considered a valuable member of the Fire Department family. Congratulations Richard, and thank you for your dedication and extraordinary volunteer work!



## It's A Great Time To Put A New Spring into Your Health

**Start an Exercise Routine** – The weather is warm and the days are longer which makes a perfect combination for getting active outside.

**Revamp Your Diet with Fresh Fruits and Vegetables** – Take advantage of the variety of vegetables available during spring. A healthy diet includes adding vegetables and fruit every day.

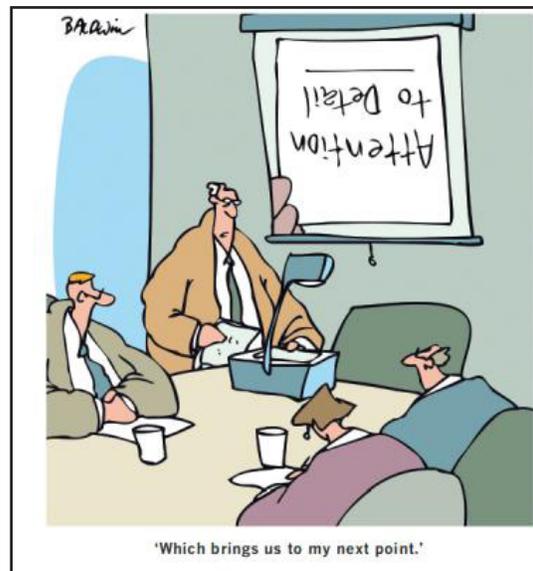
**Drink More Water** – Drink plenty of water before going outside and have plenty on-hand to stay hydrated. If you aren't a fan of water, try one of the many flavored varieties, available without added sugar.

**Check In for a Check Up** – You may have chalked up some symptoms and illnesses to the winter blues, but now that it is spring, its time to get back to the doctor for a head-to-toe check up!

**Protect Your Skin** – It's going to get hot, the sun is shining, and your skin needs protection. Not only do men and women need to regularly moisturize their skin, but also protect it from the harsh rays of the sun with a good sunblock.

[www.UTMedicalCenter.org](http://www.UTMedicalCenter.org)

## COMEDY CORNER



## WE WANT TO HEAR FROM YOU!

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

**Please contact: Jen Bichara, Public Communications Department,  
382-6241 or e-mail  
[jbichara@cityofchesapeake.net](mailto:jbichara@cityofchesapeake.net).**

# INNOVATION AWARDS

**B**elow are the latest recipients of the prestigious Employee Innovation Award. Congratulations to all of these outstanding employees for their excellent work on behalf of the City and our citizens!



**Jay Tate and City Manager Jim Baker** present **Roxanne Stonecypher** of the Development and Permits Department with an Innovation Award for her efforts in the design, management, implementation, and completion of the Public Safety Building Landscaping Renovation Project.



**Peter Wallace and City Manager Jim Baker** present **Tracey Church** with the Innovation Award for implementing several innovative solutions to help streamline tedious IT processes and for creating a software billing system that eliminates duplicate payments.



**Jaleh Shea and City Manager Baker** present **Alexis Baker** of the Planning Department with the Innovation Award for her volunteer work with citizen input meetings and for volunteering on various committees that identified efficiency improvements for planning applications.

## PUBLIC SERVICE AWARDS

**T**he City of Chesapeake's Public Service Award program reinforces the City's mission and commitment to providing quality service to all citizens equitably, in a responsive and caring manner. Congratulations to the following employees who received this award in the third quarter of 2013:

**Jay Keplinger**, Development and Permits  
**Kim Logan**, Human Resources  
**Allan Beane**, Human Services  
**Aaron Grigs**, Human Services  
**Timothy O'Brian**, Human Services  
**Karen Creef**, Parks, Recreation & Tourism  
**Billie Jo Prince**, Parks, Recreation & Tourism  
**Karen Shaffer**, Planning  
**Pennie Simmons**, Public Utilities  
**Dwight Howard**, Public Utilities  
**Karen Webber-Harrell**, Public Utilities  
**Marvin Williams, Jr.**, Public Utilities  
**Hal Shiflett**, Development and Permits  
**Luther Twin, III**, Public Utilities  
**James Mitchell**, Public Utilities  
**Ronald Boykins**, Public Utilities  
**Paul Press**, Public Utilities  
**McKinley Cashwell, III**, Public Utilities

**Larry Kowalsky**, Public Utilities  
**Dwayne Albert**, Public Utilities  
**Terry Nobles**, Public Utilities  
**Fredrick Gutermuth, Jr.**, Public Utilities  
**Pamela Davis**, Public Utilities  
**Jonathan Scott**, Public Works  
**Rob Piland**, Public Works  
**Tim Chatham**, Public Works  
**Joe Erman**, Public Works  
**Keith Braziel**, Public Works



# EMPLOYEE BENEFIT UPDATES



## **NEW VRS HYBRID PLAN**

VRS began offering a new retirement option, Hybrid Plan, beginning January 1, 2014. The Hybrid plan combines components of a defined benefit and a defined contribution plan. VRS Plan 1 and Plan 2 members, excluding sworn public safety, may make an irrevocable decision to opt into the Hybrid Retirement Plan during a one-time election window held from January 1, 2014 through April 30, 2014. The hybrid plan's effective date for VRS Plan 1 and Plan 2 members who opt in will be July 1, 2014. For more information about the Hybrid Plan, visit <http://varetire.org/employers/member-benefits/hybrid-plan/member-opt-in.asp>.

## **MD LIVE**

Employees enrolled in health insurance with Optima Health have a new option for medical care, MD Live. MD Live allows covered employees and dependents to visit a physician virtually from their computer. Examples of appropriate concerns for a virtual visit include fever, headaches, cold, flu etc. MD Live visits can be accessed with primary care physician copay.

## **EXPECTING A BABY?**

***Did you know Optima offers many services for pregnant and nursing women that are covered at 100% for covered members?*** If you are enrolled in one of the City's health plans, you (or your covered spouse) has access to many services without a copayment, coinsurance, or meeting your deductible, as long as you use an in-network plan provider.\*

Some examples include:

- Screenings (anemia, gestational diabetes, Rh incompatibility, diseases/infections)
- Genetic counseling and testing for women at higher risk
- Folic Acid supplements
- Breastfeeding support
- Breastfeeding supplies:
  - Purchase of Electric (Non-Hospital Grade) or Hand Pump up to \$750
  - Rental of Hospital Grade Pump
  - Covered Breast Pump Supplies

*These supplies can be purchased/rented through Optima's durable medical equipment (DME) provider, Sentara Home Services (757-553-3000), or any other DME provider\*\* you prefer. To locate other DME providers, go to [optimahealth.com](http://optimahealth.com), click on the "Find a Doctor" link, choose "Other Services", and choose "DME" for facility type. You can also purchase the supplies through a retail store.*

## **NOT EXPECTING?**

Optima offers dozens of other preventive services for covered members. Check out the full list of preventive services: <http://www.optimahealth.com/Lists/OptimaFormsLibrary/health-care-reform-preventive-list.pdf>

**Questions? Call Optima Health at 757-552-7100**

*\*You may be responsible for an office visit copayment or coinsurance when you receive preventive care. Some services may be administered under your prescription drug benefit under the Plan.*

*\*\*If you choose to use a non-network provider, you can submit for reimbursement.*

# MEET YOUR CO-WORKERS II - BONUS EDITION

## COMMISSIONER OF THE REVENUE'S OFFICE IS ABOUT MORE THAN JUST MONEY!

Commissioner of the Revenue Ray Conner is one of Chesapeake's five locally-elected constitutional officers and has served in this capacity since 1983. He is justifiably proud of the many services his staff provides to the citizens of Chesapeake. All local taxes, with the exception of real estate taxes, are administered through the Commissioner of the Revenue's Office, accounting for approximately \$150 million to the City Of Chesapeake.



Whether prorating your personal property tax bill for that new vehicle purchased in South Norfolk, picking up your license plates at the DMV Select counter in Great Bridge, seeking help with your Virginia state income tax return in Deep Creek, or obtaining a business license for that retail store you are opening in Western Branch, the knowledgeable employees in the Commissioner of the Revenue's four offices are nearby and ready to assist you.

Commissioner Conner's staff administers the City's Real Estate Tax Relief program for disabled or senior citizens, as well as administering tax exemptions for qualified military veterans who have a 100% service-connected, permanent and total disability. Staff members are also responsible for assessing local excise taxes, including the meals, transient occupancy, admissions, short-term rental, tobacco, and consumer utility taxes.

In 2013, the Commissioner of the Revenue's office completed more than 350,000 personal property tax assessments and adjustments; 20,000 business licenses were issued; 15,000 state income tax returns were processed; 25,000 DMV Select transactions were completed, and 4,000 applications for tax relief eligibility were reviewed. And as the City's population has grown, so has the workload. In the past ten years, the total number of personal property tax accounts has increased approximately 18%, with more than a 31% increase in revenue.

Of particular value to City residents is the DMV Select counter on the first floor of City Hall, open since 2008. Virtually all DMV transactions, except the issuance of driver's licenses, can be completed at this counter. And DMV Select is a "one-stop shop" where customers can title and register motor vehicles, notifying the Commonwealth of Virginia and the City of Chesapeake in a single transaction.



The Commissioner of the Revenue's staff members are committed to providing outstanding tax administration services in an equitable, responsive, and professional manner. They frequently receive compliments for their courtesy and efficiency and look forward to providing you and your family with the same excellent service.

# SHARING HOLIDAY JOY

## Gingerbread Land at Chesapeake Department of Human Services

In December, the Child Care Unit at the Department of Human Services, as a whole, made a collaborative decision to participate in the agency's Christmas decorating contest. They created "Gingerbread Land," with each element holding a special meaning.

- The fireplace represents warmth that so many of our customers need and serves as a bridge to bringing the community together.
- The mailbox is a gateway to communication that is established with Child Care services.
- The gingerbread doorway represents an open door policy and open communication for internal and external customers.
- The glue holding the small gingerbread house together reflects unity and the bond of the Child Care Unit.
- The bright candy represents the colorful personalities of individuals who come through the doors of the Child Care Unit.
- The gingerbread people represent the diverse population we serve and the lives of families that we touch.
- Street signs are a symbol of the direction and guidance that the Child Care Unit gives its customers and their families.
- The Gingerbread Daycare encompasses the whole Child Care Unit and what we stand for.
- Gingerbread is warm, soft, and comforting just like the hearts of the Child Care team.
- Stockings hung above the fireplace represent the members of our Child Care family who are committed to serving the needs of Chesapeake residents.

The project, a true team effort, created an overall sense of unity within the unit and throughout the agency. The joy of the project even spread to clients, as a foster care family was able to tour the unit and the children took pictures by the fireplace. Many department co-workers also visited the unit and were reminded of loved ones they lost. Pictured are members of the Child Care Unit, gathered in "Gingerbread Land."

