



# Team Chesapeake

## Employee Newsletter



Winter 2013

### VOLUNTEER OF THE QUARTER

**A**fter Joe retired from the US Navy, he wanted to continue to serve his community, so he joined the Chesapeake Medical Reserve Corps (CMRC). As the CMRC celebrates its 10th anniversary, **Joseph Stacy** has just celebrated eight years of continuous dedicated service in the unit. Joe has provided many hours of service to the community including:

- Blood pressure screening and counseling for seniors at the Chesapeake Sheriff's Senior Services Seminar
- Providing flu vaccines
- Auditing CMRC volunteer records
- Saving more than \$2,000 by assisting with the Protective Equipment testing and so much more!

Joe is greatly admired by his colleagues for his easy going and kind demeanor. He does so much for his family, his church, the Health Department, the CMRC, and all the citizens of Chesapeake and for these reasons, this award is well-deserved.



Congratulations to Joe for all of his accomplishments and extraordinary volunteer work!

For more information on current volunteer opportunities within the City, please contact Carrie Sawyer, with the Volunteer Program, at 382-6052.

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## WINTER EMPLOYEE HOLIDAYS

Christmas Day - Wednesday, December 25

New Year's Day - Tuesday, January 1

Lee-Jackson Day - Friday, January 17

Martin Luther King Jr. Day - Monday, January 20

# CITY MANAGER'S MESSAGE

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JAMES E. BAKER



**A**nother year is quickly coming to a close. It has been a year of change and growth and new beginnings – I can say that with certainty from personal experience. When I arrived in Chesapeake last January, I was excited about the prospects that lay ahead and, as anyone would be, just a bit apprehensive about this unknown environment.

What I have found, to my great pleasure, has been a team of people intensely focused on serving their citizens. They listen to their customers with caring, empathy and concern. They are able to identify challenges and find solutions. And they go above and beyond the normal as a matter of routine. Any apprehensions I may have had have quickly melted away, and I am proud to be part of our team.

But now, at this festive time, I want to challenge you anew. Take a few moments amongst the bustle of the holidays and perform your own, personal year in review. I suspect you will find some things that went really well, and some that you might wish you could do over. These are the building blocks we all need to make 2014 an even better year.

The new year will bring new, unexpected challenges. Some will be positive and some negative. Some may change the very fabric of how we do business as a City. But I am confident that we, the Chesapeake team, will meet each new day with the enthusiasm, caring and skill that has carried our City through its first five decades. And that, together, our future is bright.

My best wishes to you and your families for a joyful, peaceful holiday season and a very happy, prosperous new year.

James E. Baker

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## Get Involved for a Great Cause - HeartChase 2013!

**T**he American Heart Association's HeartChase is coming to Chesapeake on Saturday, March 22, 2014, 9:30am - 12:00 p.m., at the Sports Medicine and Orthopedic Center (SMOC), 100 Wimbledon Square off of Battlefield Blvd. (One block from Chesapeake Regional Medical Center across from Patient First and Farm Fresh Shopping Center.) The event is generously sponsored by SMOC. This is a brand new event that allows participants the chance to have an adventure and raise money to support the life-saving work of the American Heart Association without having to leave the City of Chesapeake.

Chesapeake HeartChase will turn the Greenbrier area into one giant scavenger hunt! Think "The Amazing Race" meets "Minute-to-Win-It." Teams use the HeartChase App to navigate to different checkpoints off Battlefield Blvd. At each checkpoint they will find a crazy five-minute challenge that will get them moving and having a blast. Completing a checkpoint challenge earns teams points, and the team with the most points will win prizes.

There is more than one way to take part in this adventure! Community members can volunteer to become part of a team that is striving to put this incredible event together; or participate in the actual race; or just contribute to a worthy cause the American Heart Association.

For more information on joining a team or volunteering, please visit the HeartChase community website at [www.chesapeakeheartchase.org](http://www.chesapeakeheartchase.org) or contact HeartChase Director Ryan Holloway at 812-5117 or [ryan.holloway@heart.org](mailto:ryan.holloway@heart.org).



HeartChase™

# NEWS & ANNOUNCEMENTS



## ANNIVERSARY AWARDS

City Manager James Baker visited the Call Center to present a five-year anniversary award to **Virginia Van Camp** and a ten-year anniversary award to **Patricia Morrow**. While visiting, Mr. Baker took the opportunity to sit at a supervisor desk to review the new Voice Over Internet Protocol (VOIP) telephone system that was recently installed.



*Virginia Van Camp received her five-year anniversary award from City Manager Jim Baker.*



*Patricia Morrow received her ten-year anniversary award from the City Manager.*



*Mr. Baker tried out the new call center telephone system.*

## SMART BEGINNINGS HAMPTON ROADS

- On September 9, 2013, Smart Beginnings Hampton Roads recognized Chesapeake for its work over the past four years ensuring that children in our community enter kindergarten ready to learn. Chesapeake's R U Ready Initiative focuses on three areas: enhancing home environments and family stability, enhancing early learning environments, and ensuring smooth kindergarten transitions. Mayor **Alan Krasnoff**, Deputy City Manager **Wanda Barnard-Bailey**, and **Kathryn Jessee**, R U Ready Coordinator, accepted the award for the City of Chesapeake.



*Pictured from left to right: Michelle Cowling, Dr. Nancy Welch, Mary Riley, Mayor Alan Krasnoff, Kathryn Jessee, and Dr. Wanda Barnard-Bailey*

## PUBLIC SERVICE AWARD RECOGNITION PROGRAM

The 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 second quarter of 2013:

**Timothy LaFleche**, *Information Technology*  
**Lisa Crute**, *Social Services*  
**Gregory Dean**, *Development and Permits*  
**Dwight Howard**, *Public Utilities*  
**Brian Claffey**, *Customer Contact Center*  
**Zena Deloatch**, *Customer Contact Center*  
**Eliza Joseph**, *Customer Contact Center*  
**Rosa McQueen**, *Customer Contact Center*  
**Terri Miller**, *Customer Contact Center*  
**Rachel Przybyl**, *Customer Contact Center*  
**Virginia Van Camp**, *Customer Contact Center*  
**Susan Ward Fleming**, *Customer Contact Center*  
**Hal Shiflett**, *Development and Permits*  
**Herbert Griffin**, *Sheriff*  
**Becky Roberson**, *Police*  
**Eliza Joseph**, *Customer Contact Center*

**Barbara Hernandez**, *Police*  
**Elizabeth Vaughn**, *Public Works*  
**Rodney Bouldin**, *Information Technology*  
**Lori Powers**, *Public Works*  
**Ernest Deomania**, *Central Fleet*  
**Norris Jones**, *Central Fleet*



# MEET YOUR CO-WORKERS

## DO YOU KNOW WHAT THE HUMAN SERVICES DEPARTMENT DOES?

The Department of Human Services is a multi-functional department that handles various aspects of the health and welfare of the citizens of Chesapeake. Social Services, Community Services, and Chesapeake Juvenile Services form the heart of the Chesapeake Department of Human Services.

Social Services is broken down into three major divisions: Family Services, Benefit Services and Special Programs. Family Services provides Adult and Child Protective Services, and Foster Care, which help to protect families and children from abusive and neglectful situations. The Benefit Services division provides programs such as Temporary Assistance to Needy Families, Medicaid, Supplemental Nutrition Assistance Program and Energy Assistance, all of which help financially support low-income families. The third division of Social Services is Special Programs. This division focuses on the Virginia Initiative for Employment, Intensive Case Management, Supplemental Nutrition Assistance, Child Care Services, and Project FIND (Fathers in New Directions). All of these programs assist in the well-being of low-income citizens, and helping them find employment so that they can eventually support themselves.

Community Programs was designed to develop a continuum of services for the community that assists in connecting citizens with resources. The division is organized into the following functional areas: community development, outreach, partnerships, youth and family development, corrections and relations. This division serves the community and coordinates service delivery across all agencies of the City.

The Division of Chesapeake Juvenile Services is dedicated to providing quality secure and safe short term and long term detention services to juveniles by the order of the courts. This regional facility includes programs for education, individual counseling, group counseling, religious activities, medical services, mental health services, behavioral management, recreational activities and mentorship.

## COMEDY CORNER



*Happy Holidays*



### Indulging Without Overindulging

Relax. You are not going to gain 10 pounds this holiday season. It is a misconception that you'll need to go up a pant size come January. The average person gains only about a pound during the weeks between Thanksgiving and New Year's. That's no excuse to eat with abandon, though. (After all, gaining one pound every year can add up in the long run.) But a study published in the Journal of Social and Clinical Psychology notes that people who had an attitude of forgiveness and self-compassion after one high-calorie setback were less likely to give up and keep bingeing. So, if you lose control with a dish of chocolate truffles, don't think, "I've blown it. Might as well move on to the eggnog." Just forgive yourself for the truffles.

Count your bites. "A lot of appetizers are about 60 calories a bite," says Karen Diaz, a registered dietitian in Wyckoff, New Jersey. Just five bites is around 300 calories. "That's about half of what you might eat for dinner," says Diaz. Keep a mental tab—or fill a small plate, once—so you don't go overboard.

Stay healthy this holiday season. Enjoy the delicious treats that will fill your office fridge, but be smart! Remember it is OK to indulge, just do not overindulge!

[www.realsimple.com](http://www.realsimple.com)



# INNOVATION AWARDS

Employees deserve to be recognized for their hard work and contribution to the City of Chesapeake. Below are the latest recipients of the prestigious Employee Innovation Award. Congratulations to all of the following employees for their excellent work!



**Eric Martin** presents **Rachel Friend** of the Public Works Department with an Innovation Award for saving the taxpayers more than \$100,000 on the Dismal Swamp Canal Trail construction project.



**Sheriff Jim O'Sullivan** (left) and **City Manager Jim Baker** (right) present **Deputy Lieutenant William James III** with the Innovation Award for implementing Project Lifesaver focusing on search and rescue of citizens with intellectual disabilities.



**Michelle Burnette**, **Peter Wallace**, and **Mr. Baker** present **Wesley Mullins** of the Information Technology Department, with the Innovation Award for leading the force during the PeopleSoft 9.2 upgrade and saving the City \$20,000.



**Jim Baker** (left) and **George Hrichak** (right) present **William (Randy) Baker** of Central Fleet Management with this award for implementing a cost saving alternative to windshield washer fluid for an annual saving of \$1,200.



**Michelle Burnette**, **Peter Wallace**, and **City Manager Jim Baker** acknowledged **William DeMark** with the Information Technology Department for completing a Kronos update in-house, which saved the City \$26,000.



**Mr. Baker** and **Eric Martin** present **Irine Vaughan** of the Public Works Department with this award for her commitment in catching billing errors, and thorough research which has saved the City about \$3,000.



**City Manager Jim Baker** presents **Cynthia Scollise** of the Development and Permits Department with an Innovation Award for streamlining the Development and Permits reporting system.

**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.**

## EMPLOYEE HOLIDAY SING-A-LONGS

The employee sing-a-longs will air on WCTV's 48News and will be featured in a special compilation show throughout the month of December.



Chesapeake Television

Tune into WCTV Chesapeake  
Television on Cox 48, Verizon 43,  
or On-Demand at  
[www.CityOfChesapeake.net/TV](http://www.CityOfChesapeake.net/TV).

# EMPLOYEE BENEFIT UPDATES



## **LONG TERM DISABILITY**

As many of you are likely aware, long term disability was a new benefit offered during the City's open enrollment period. Unfortunately, enrollment fell short of the target 10% of eligible employees and the City will not be offering Long Term Disability as a benefit option effective January 1, 2014. The City will continue to evaluate our benefits package and look forward to presenting additional opportunities in the future.

## **TAKE YOUR PERSONAL HEALTH ASSESSMENT AND EARN \$100**

Effective January 1, 2014, through March 31, 2014, City of Chesapeake employees and retirees have the opportunity to earn \$100 on a wellness card by completing a Personal Health Assessment (PHA). The PHA is a health questionnaire and specific biometric information including blood pressure and cholesterol numbers will be requested. Biometric Screening sessions will be offered in the beginning of 2014 so that employees can learn those important numbers.

Employees who already know their blood pressure and cholesterol numbers can access their PHA between January 1, and March 31, by logging onto [www.optimahealth.com](http://www.optimahealth.com), selecting members and entering their user name and password. Once logged in, select Personal Health Assessment under 'My Optima'. Once completed, employees and retirees will also have the opportunity to engage with a Health Coach to earn an additional \$100 on their wellness card.

## **NEW VRS HYBRID PLAN**

Effective, January 1, 2014, VRS will be offering a new retirement option, the Hybrid Plan. The Hybrid Plan will combine 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>.

## **BENEFIT CARDS 2014**

Employees should receive their health insurance cards before January 1, 2014. Optima Health sends new cards to all enrolled employees and retirees annually. Only those employees moving from the Basic to the Comprehensive dental plan will receive a new dental card. Legal Resources only sends cards to newly enrolled employees. WageWorks only sends cards to newly enrolled employees in medical flexible spending. Cards will be updated with 2014 election amounts for those who were enrolled in medical flexible spending in 2013. Optima's wellness cards will only be sent to newly enrolled employees. Cards are updated as you participate in your PHA (\$100) and coaching (\$100).

## **DON'T FORGET ABOUT YOUR DENTAL CLEANINGS**

Did you know that a trip to the dentist not only helps to keep you keep a bright, shiny cavity free smile, but research also suggests that good oral health can positively impact many medical conditions? Delta Dental covers two preventative cleanings each year. In addition, if you have diabetes, certain high risk cardiac conditions, are pregnant or are undergoing cancer treatment, you may qualify to receive an additional cleaning and exam through the Healthy Smile, Healthy You Program. For more information about what the City's dental plan covers, visit [www.optimahealth.com/ches](http://www.optimahealth.com/ches) and for more information about the Healthy Smile, Healthy You Program, visit <http://members.optimahealth.com/CityChesapeake/DDHSHYEmployeeBrochure.pdf>.