



THE COUNTY CONNECTION

HR's Newsletter for Henrico Employees

October 2017

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Past issues are available on HR's page on the County Intranet.



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Do Your Homework

- Don't forget that Human Resources is now on Twitter! [Follow us](#) for the latest news and job postings.
- Open Enrollment for 2018 benefits will be October 7- November 1. Visit the [Open Enrollment webpage](#) for more information.
- HealthTrip Wellness Tip: It's apple season! Check out the long list of health benefits apples have over on the [Wellness Information](#) page.

HR Service Reminders

- [Make changes to benefits](#)
- [Retirement planning resources](#)
- [Training classes](#)
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- [HR contact list](#)

Fresh Faces in Fellowships

Local government is not necessarily synonymous with the younger generation, or as some people refer to them as, Millennials. However, Hannah Osborne and Elizabeth 'Libba' McKinsey are looking to change that perception here in Henrico County through two different fellowship programs Henrico County has partnered with this year....

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Open Enrollment for 2018 Benefits...

Will your current benefit elections still be the best for you and your family in 2018?

Open Enrollment is your time to enroll or drop benefit coverage, change plans or add/drop dependents. Changes you make during open enrollment will be effective on January 1, 2018. Outside of Open Enrollment, you can only make changes if you have a qualifying event. See your plan comparisons, rates, benefit details and enrollment instructions on the [HR Employee Portal](#)... [More on Page 3](#)

Congratulations Service Award Recipients

The Semi-Annual Service Awards ceremony was held on September 21, 2017. The County recognized 330 employees for their years of service. The number of employees recognized are... [More on Page 4](#)

HealthTrip Excursion to New Balancewick

Get help taming stress! From October 1st through the 30th, set off on an adventure to New Balancewick, Canada—The most relaxing place on Earth! Each week of this self-guided four-week journey, participants will practice one healthy lifestyle behavior designed to reduce the negative effects of stress on the body. The stress-reducing healthy behaviors include a focus on exercise, mindfulness, yoga/meditation and restorative sleep. This HealthTrip program is FREE, but registration is required, so contact Liz Stovall today at sto077@henrico.us or call 501-7556. Registration will remain open through the first week of October, so don't wait!

"Autumn is a second spring when every leaf is a flower."

—Albert Camus

Retirees

Barbara Adams, *Building Inspections*
Linda Carroll, *Circuit Court Clerk's Office*
Susan Caskie, *Fire*
Richard Cordle, *Police*
Wayde Geoghegan, *DPW*
Paul Graff, *Sheriff*
Latonia Grant, *MH/DS*
Paul Hoover, *DPU*
James Parsley Jr., *Police*
Algie Williams, *Sheriff*

New Employees

For a PDF list of new permanent employees of Henrico County, [click here](#).

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Fresh Faces in Fellowships

by Jennifer Montrose, Marketing and Technology Specialist

Local government is not necessarily synonymous with the younger generation, or as some people refer to them as, Millennials. However, Hannah Osborne and Elizabeth 'Libba' McKinsey are looking to change that perception here in Henrico County through two different fellowship programs Henrico County has partnered with this year.

Hannah is a participant in the ICMA Fellowship—a competitive career-development opportunity that is designed to generate interest in local government careers among recent graduates of master's degree programs. After a rigorous screening process, ICMA Fellows are placed in positions to be shaped and mentored by senior government leaders with the goal of helping to build the future of local government management.

The Wilder School's Graduate Scholars Fellowship, of which Libba is a 2017 member, is a program structured to place fellows with employers around the Richmond region including nonprofits, government agencies and businesses with the goal of gaining professional work experience while being afforded the opportunity to apply their talents to issues and organizations that advance the public good.

Both fellowships are unique in that this is the first year Henrico County has hosted a fellow from either of these two programs. It speaks volumes to the goal Henrico has in developing younger generations intent on serving their community and local government directly. "I want to be thrown in and understand how it all works," said Libba, who within her first four days in Community Revitalization had already been out in the field with co-workers three times. As a first-year master's student in Urban and Regional Planning at VCU, Libba has already put her passion into Henrico, working 20 hours a week on top of a full class schedule and volunteering on the weekends with such projects as Operation Paint Brush. "Working in Henrico made the most sense for what I wanted to study. I feel so lucky that this fellowship worked out. Henrico is diverse and it's really cool because I feel like it will test me in many ways and I will learn a whole lot," said Libba.



Wilder School Fellow Libba McKinsey

Being a part of the Henrico community was also ICMA fellow, Hannah Osborne's first choice. She interviewed for four fellowships, was offered three of them and accepted Henrico's. With a Master's in Public Administration from UNC Chapel Hill, Hannah has a passion for experiencing first-hand how government serves the public and expanding connections within the community. "Public service was just embedded in me from the beginning," said Hannah, "that long term visioning, that even if one individual person couldn't see it, the County, as a whole, was working to see that and prepare for it and create the kind of community they wanted it to be." Growing up with family



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ICMA Fellow Hannah Osborne

who lived in Henrico, and witnessing this vision first hand, was what made Hannah chose the County. Throughout her fellowship, Hannah will have the opportunity to collaborate with all County agencies, work on major projects and truly learn 'The Henrico Way,' in hopes that one day she herself can become a County Manager.

With the dedication, commitment and goals these two have, it is no wonder Henrico County moved forward with both fellowships. Making a difference and pumping energy into offices across the County is just the start of showing Millennials that serving local government can have benefits beyond what they think a government job could be. Hannah and Libba are part of a bright, fresh future.

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Open Enrollment for 2018 Benefits

by Julia Sleeman, Benefits Manager

Will your current benefit elections still be the best for you and your family in 2018?

Open Enrollment is your time to enroll or drop benefit coverage, change plans, or add/drop dependents. Changes you make during Open Enrollment will be effective on January 1, 2018. Outside of Open Enrollment, you can only make changes if you have a qualifying event.

See your plan comparisons, rates, benefit details and enrollment instructions on the [HR Employee Portal](#). Benefits will also be offering [information sessions](#) if you are looking to learn a little more about all options available to you during this time. Below you will find a brief overview of everything taking place during Open Enrollment for 2018.

What exactly do you have to do as an employee?

1. Re-enroll for Flexible Spending Accounts if you would like to participate in 2018.
Note: Health care, dental and short term income protection enrollments will rollover for 2018, unless you change them during Open Enrollment.
2. Check your current enrollments in Employee Direct Access (EDA) to make sure you will have the benefits you need in 2018.

What are the basics you need to know?

Regarding health care, *Anthem* will continue to provide coverage for Henrico County.

1. Premier POS and Standard POS enrollees will have one Anthem card for medical services AND one Express Scripts card for prescription drug coverage to use come January. Even though employees will have two cards, the pharmacy benefit will be *included* in the health care rate. You can find a list of participating pharmacies on the [Express Scripts website](#).
2. Lumenos HSA enrollees will have BOTH medical and prescription drug coverage through Anthem. This plan will have *no increase* in 2018 and County contributions to HSAs will be the same.

Delta Dental will continue to offer the same plan options for 2018. There will be no changes to rates or benefits!

Navia will also continue to provide employee Flexible Spending Accounts (FSAs). This year there will be a \$50.00 increase to the Health Care FSA, bringing the limit to \$2600. The Dependent (Day) Care FSA limit will remain at \$5,000.

MetLife will continue to provide disability coverage for Short Term Income Protection. There will be no changes to rates or benefits offered.

There you have it, a brief overview of what is to come with Open Enrollment for 2018 Benefits.

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Congratulations Service Award Recipients

by Zachary Goloforo, HR Assistant, Financial & Administrative Services

The Semi-Annual Service Awards ceremony was held on September 21, 2017.

The County recognized 330 employees for their years of service. The number of employees recognized are: 85 employees with five years of service, 99 employees with ten years, 52 employees with 15 years, 44 employees with 20 years, 23 employees with 25 years, 17 with 30 years, five with 35 years, four with 40 years, and one with 45 years of service.

Board of Supervisors member Harvey L. Hinson was in attendance as well as former County Manager (1984-1992) William (Bill) LaVecchia.



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From left to right: John A. Vithoulikas, William F. LaVecchia, Bernard L. Krevonick, Harvey L. Hinson, Elvin R. Cosby

The sixth Elvin R. Cosby award was presented to Bernard L. Krevonick, Department of Public Works for 45 years of service.

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Click on the calendar item for more information.

Henrico County is on a HealthTrip—check out Fitness & Wellness information and [fitness class calendars](#) online. For classroom learning opportunities, [click here](#).

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	Walk Fit/Run Fit 3	4	5	6	Bark in the Park 7 Community Day
8	Columbus Day	Walk Fit/Run Fit 10	11	12	13	14
15	16	Walk Fit/Run Fit 17	18	19	20	Harvest Festival 21
22	23	Walk Fit/Run Fit 24	25	26	15th Annual Henrico County Energy Fair 27 Monster Mash	28
29	30	Halloween 31 Walk Fit/Run Fit				



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October 7... Bark in the Park—10:00 a.m.- 1:00 p.m., *Deep Run Park*. Bring your best furry friend for a day of fun-filled family activities. An expo of local vendors will be on hand providing various products and services for your pets. Enjoy dog contests, music, children's activities and more. Concessions will be available for purchase. Event is free.

October 7... Community Day—10:00 a.m. - 2:00 p.m., *Western Government Center*. Come join Henrico as we celebrate our community. See displays of General Government Services, recognize National Fire Prevention Week, National Crime Prevention Month, National Energy Awareness Month and much more! This free event will have public safety vehicles and special equipment displays, food, and entertainment for the whole family. Numerous county and state agencies will also be present with activities and informational materials.

October 21... Harvest Festival—12:00 - 4:00 p.m., *Meadow Farm Museum at Crump Park*. Enjoy the crisp fall beauty of Meadow Farm while celebrating the harvest with fun for the whole family. Explore the farmer's market, hands-on demonstrations, live music and all the classic favorites: candle dipping, apple pressing, scarecrow making, pumpkin decorating and more. Concessions will be available for purchase. All Ages. Event is free.

October 27... 15th Annual Henrico County Energy Fair—11:00 a.m. - 1:00 p.m., *Henrico*

Western Government Center. October is Energy Awareness Month! Join us in the Administration Building fountain courtyard at the Western Government Center. Learn about energy, green building, and sustainable living. There will be exhibits on solar power, home energy audits, HVAC efficiency, weatherization, and electric vehicles, among others. This event is free and open to the public, and will be held rain or shine.

October 27... Monster Mash—5:00 - 8:00 p.m., *Three Lakes Nature Center.* Aliens have landed and transformed Three Lakes Park into a spooky site! Celebrate the hair-raising fun of fall with a creepy nature walk, costume contests and rockin' monster music. Concessions will be available for purchase. Event is free. All Ages.

Every Tuesday Evening... Walk Fit/Run Fit Class—5:00 - 6:30 p.m., *Hermitage High School & Training Center.* Want a new HealthTrip adventure by preparing for Nutzy's Funn Run? Let the Fitness and Wellness Division of Human Resources help you train. Bring water and a good pair of walking or running shoes. Walking Group meets at Hermitage High School Track at 5:15 p.m. Running Group leaves from the Training Center at 5:00 p.m.

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NEW EMPLOYEES

Bacon, Chloe Marie	<i>Police</i>
Botts, Tara	<i>Finance</i>
Broadbudd, Alexander Charles	<i>Building Inspections</i>
Campbell, Ryan Daniel	<i>Library</i>
Christian, Sarah Ashby	<i>Library</i>
Clarke, Najala Eleathea	<i>Police</i>
Clements, Donna Gray	<i>Social Services</i>
Coles, Kristin Lynn	<i>Sheriff's Office</i>
Conyers, Miss Chandra	<i>Finance</i>
Corrigan, Chantal Noelle	<i>Commonwealth's Attorney</i>
Culibrk, Biljana P	<i>MH/DS</i>
Cuomo, Paul	<i>Public Utilities</i>
Davila, Felix III	<i>Library</i>
Davis, Sentel C	<i>General Services</i>
DeMena, Russell	<i>Public Utilities</i>
Diaz, Antonio	<i>Sheriff's Office</i>
Djangmah, Anastasia Vera	<i>MH/DS</i>
Edwards, Romaine Megan	<i>Social Services</i>
Evans, Sharmar Marquis	<i>Public Works</i>
Ford, Bryan C	<i>General Services</i>
Gilchrist, Michael Carlton	<i>General Services</i>
Green, Chester Lee Jr	<i>Public Utilities</i>
Harris, Demond	<i>Sheriff's Office</i>
Heinsdale, Jareya Sunsri	<i>Juvenile Detention</i>
Hunte, Zachary Austin	<i>Sheriff's Office</i>
Imbody, David Wesley	<i>Building Inspections</i>
Irving, Juno Anthony	<i>Public Works</i>
Jackson, Lauren Kelly	<i>Police</i>
Lacy, William Coles III	<i>General Services</i>
Lacy, Kathy Rean	<i>Finance</i>
Lowe, Ronald Douglas Jr	<i>MH/DS</i>
Luck, Rebekah Lynn	<i>Police</i>
Lumpkins, Kasey Lane	<i>Social Services</i>
Mathews, Stephanie Dawn	<i>DPU/Billing Section</i>
McConaghy, Taylor Alexandra	<i>Sheriff's Office</i>
McCourry, Deborah Sue	<i>Commonwealth's Attorney</i>
McDaniel, Kent Galen	<i>MH/DS</i>
Melan, Laszlo	<i>Public Utilities</i>
Pacelli, Joseph Aaron	<i>Human Resources</i>
Porter, Heather	<i>MH/DS</i>
Prescott, Amber Sartain	<i>Police</i>
Rowell, James Nicholas	<i>General Services</i>
Salvo, Ashley Marie	<i>Police</i>
Sedley, Tammy Lynn	<i>Commonwealth's Attorney</i>
Smalls, Lygeia Vada	<i>MH/DS</i>
Smith, Gerrett Monta	<i>General Services</i>
Smith, Scott R	<i>General Services</i>

Smith, Lenell McGee	<i>Police</i>
Thompson, Angelena Umphlette	<i>Finance</i>
Walden, Tiffany Ann	<i>Police</i>