

## A Message from the Director

DCHR Team:

I am proud to say that over the past month, I have received several messages commending our agency for the quality work that we do throughout the District. I have received wonderful feedback of our great accomplishments and want to thank you all for a job well done!

In February, DCHR participated in the Mayor's One City Summit. The summit was a huge success, welcoming about 1,800 District residents – and DCHR was on-hand to provide residents with employment information. The DCHR information table promoted more than 30 job openings from agencies across the District. In addition, information was handed out to residents about successfully completing Ranking Factors. We are dedicated to supporting the Mayor's One City vision.

Together, we are headed in the right direction. Let's continue with this strong momentum and become the model for other agencies.

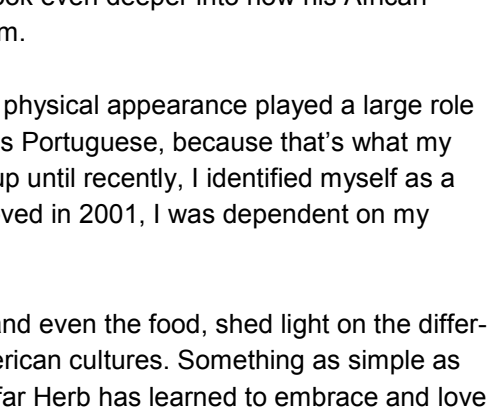


Shawn Y. Stokes  
Director

## Administration News

### Multi-Cultural Upbringing Shapes the Mind and Life of DCHR Employee

DCHR's mission has been to serve a diverse population spanning across different cultures and backgrounds. One of DCHR's own, Herb Casey, has a fascinating story on his experiences growing up in a bicultural and biracial environment.



Herb was recently interviewed by WHUR-WORLD on their segment *In Between the Lines*, which takes a look at the lines of culture and race in America. He was born to a Brazilian mother and an African-American father, and decided to sit down to look even deeper into how his African-American and Brazilian cultures influenced him.

Herb recalls a time when his social circle and physical appearance played a large role in how he viewed himself. "My first language is Portuguese, because that's what my mother spoke to me, but from middle school up until recently, I identified myself as a black man," said Herb. "When my parents moved in 2001, I was dependent on my friends here, who were mostly black."

Seeing the difference in holidays, traditions, and even the food, shed light on the differences between the Brazilian and African-American cultures. Something as simple as where he went to get his hair cut shows how far Herb has learned to embrace and love both sides of his culture. As a child, Herb's mother cut his hair or he went to Hair Cut-tery. His hair was long and curly, so it was trimmed. Once he started going to school, Herb began visiting Black barbers. It was then when Herb says he was introduced to "shape-ups." "At that age, my overall style was heavily influenced by the Black culture," said Herb. "My friends were from other racial backgrounds, which helped me appreciate my own multi-cultural world."

Herb had an up close and personal example of how cultural differences and physical appearance don't have to impact a family. His brother was born in Brazil and identifies as a Brazilian, even though he now lives in the United States. Herb's features, while being drastically different from his brother's, were never an area of focus for the family. In fact, the different skin tones and faces within his family increased his own self-awareness of who he was and his appreciation for the differences within us all.

Like Herb, DCHR and the District welcomes diversity — and recognizes the importance diversity when creating a successful team.

### Rock the Red 2012!

Did you know that...

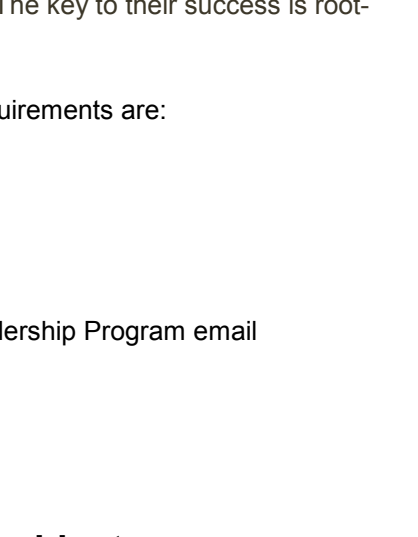
- Worldwide, 8.6 million women die from heart disease each year, accounting for a third of all deaths in women. Three million women die from stroke each year. Stroke accounts for more deaths among women than men (11% vs 8.4%) with additional risk for CHD unique to women related to oral contraceptive use in combination with smoking.
- 8 million women in the US are currently living with heart disease; 35,000 are under age of 65. Four million suffer from angina.
- 435,000 American women have heart attacks annually; 83,000 are under age 65; 35,000 are under 55. The average: 70.4.
- 42% of women who have heart attacks die within 1 year, compared to 24% of men.
- Under age 50, women's heart attacks are twice as likely as men's to be fatal.

On February 7, 2012, DCHR collaborated with the American Heart Association in the fight against women's heart disease. DCHR showed a ton of support as employees wore red as a stand against this serious condition. To see the pictures of all the DCHR employees in their red, click [here!](#)



### District Leadership Program – Now Accepting Applications for the 2012 Program

DCHR's Workforce Development Administration has revamped their internship program for college students, forming the District Leadership Program. This 10-week internship program is geared toward highly motivated and successful collegiate, graduate and professional students. Interns will participate in a unique unsurpassed opportunity to work alongside some of the District of Columbia Governments leading professionals and practitioners. Most Internship programs tend to offer students the opportunity to gain experiences that affirm their career aspirations, the DLP takes it one step further and immerses its Interns in a business culture that encourages the exploration of alternative careers and areas of interest. The key to their success is rooted in their commitment to continuous learning.



Applications are being accepted, and the program requirements are:

- A completed Application Form
- Two Letters of Reference
- A typed, One Page Resume
- An Official College or University Transcript

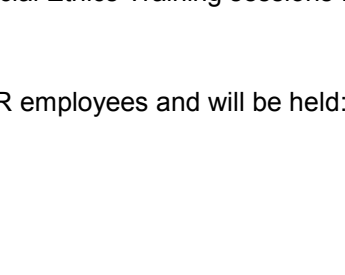
For additional information about the 2012 District Leadership Program email [DCHR.University@dc.gov](mailto:DCHR.University@dc.gov) or call (202) 727-1523.

### Ranking Factors Course – A Hit Among D.C. Employees and Residents

Workforce Development Administration's 'Ranking Factors' has zoomed to popularity in 2012, with over 30 participants enrolling per class. The demand for additional sessions of Rankings Factors continues to grow, likely spurred due the job climate affecting the District. David Ramirez, facilitator of the class, thinks this class has positively affected the city. "People need to know how to understand the questions, and how to effectively answer them. This class works well in conjunction with Mayor Gray's mission to employ D.C. residents," said David.

### DCHR's Wellness Program Announces "Have an Apple on Us"

On Wednesday, March 7, DCHR's Wellness Program will kick off its *Have an Apple on Us* campaign.



To promote healthy snacks and snacking, employees will be able to treat themselves to a sampling of fresh seasonal fruit. Fruit baskets will be placed in suites 330S, 340N and 850N for employees to enjoy!

The fruit will be delivered by [The Fruit Guys](#), a family owned business near Philadelphia, Penn.

The Fruit for the Office campaign will run through June 2012. If you have any questions, please contact [Milton Miller](#).

### Special Ethics Training Sessions for DCHR

Director Stokes announced the Ethics Pledge to all District government employees on February 7. In the Director's message, all employees must complete the pledge in PeopleSoft by April 16, 2012. If you have not taken the pledge, please visit <https://ess.dc.gov> and complete the Ethics pledge (Log-in > Self Service > Personal Information > DC Ethics Pledge Form).

In addition to taking the Ethics Pledge, all District employees must also complete Ethics Training. Workforce Development will provide special Ethics Training sessions for DCHR employees to help us meet our goal.

The two-hour courses will be made available to DCHR employees and will be held:

- Friday, March 9 (10 a.m. to noon)
- Friday, March 16 (10 a.m. to noon)
- Friday, March 23 (10 a.m. to noon)
- Friday, March 30 (10 a.m. to noon)
- Friday, April 6 (10 a.m. to noon)

[Register online](#) today for one of the scheduled courses.

If you have any questions about the special Ethics Training sessions, please contact Renee Valdez.

### Hatch Act and You

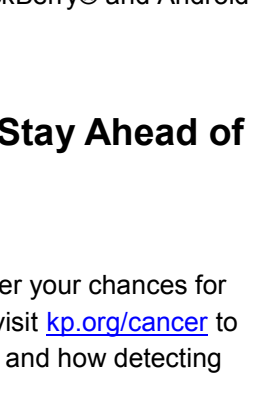
April is fast approaching! With it, comes the primaries in the District of Columbia and Maryland on Tuesday, April 3, 2012. And, while DCHR employees will be encouraged to exercise their right to vote at that time, employees are also being encouraged to become familiar with the Hatch Act prior to election time.

The Hatch Act is a U.S. federal law whose main provision is to prohibit federal employees (civil servants) in the executive branch of the federal government, except the President and the Vice President, from engaging in partisan political activity. The Hatch Act specifically identifies those political activities that are permitted as well as activities that are prohibited by employees. Please also be aware that for the purposes of the Hatch Act, the term "federal employee" includes the Government of the District of Columbia.

For more detailed information on political "do's and don'ts," contact Charles Tucker, General Counsel, or access the U.S. Office of the Special Counsel's (OSC) website via the DCHR website ([www.dchr.dc.gov](http://www.dchr.dc.gov)) by clicking the "District Personnel Manual" link, followed by the OSC link ([www.osc.gov](http://www.osc.gov)) at Chapter 25, Political Rights of Employees.

### Optimize Your Wellness: Tracking Sodium Intake for Heart Health

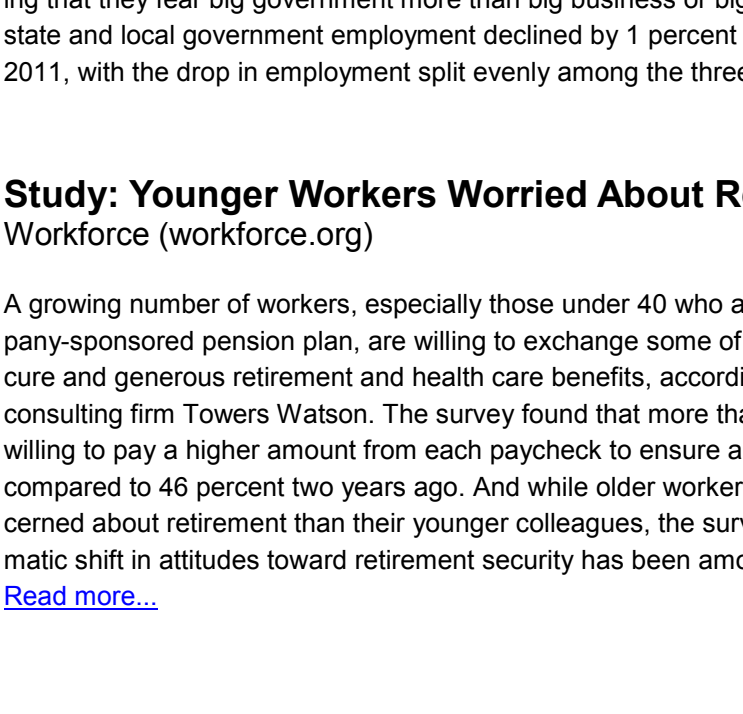
February was Heart Month and one aspect of healthy eating for the heart is limiting salt and sodium intake. Salt plays a role in high blood pressure, which affects about one in three American adults.



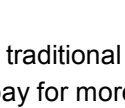
Everyone, including children, should reduce their sodium intake to less than 2,300 milligrams of sodium a day (about 1 teaspoon of salt). Adults age 51 and older, African Americans of any age, and individuals with high blood pressure, diabetes, or chronic kidney disease, should further reduce their sodium intake to 1,500 mg a day.

One easy way to track sodium intake (and so much more) is the new, free, online tool, [Super Tracker](#), released December 2011 by the USDA.

### Congratulations to the First Place Winners of Thrive Across America!



Department of Insurance and Banking



## In the News

### Payflex Goes Mobile!

Get connected with the PayFlex Mobile App

PayFlex Mobile keeps you connected anytime, anywhere. Now you have real-time access to your FSA, HSA or HRA wherever you go! With PayFlex Mobile, you can:

- View account balances, claims processed and transaction detail
- File a claim and attach your receipt by taking a picture with your phone's camera
- Respond to requests for documentation of your card transactions by using your phone's camera to take a picture of your receipt and upload it right from your device
- Access alert messages to stay up-to-date on your account activity
- View listings of eligible and ineligible expenses
- View PayFlex's customer service phone number and hours, claims fax number and mailing address



PayFlex Mobile is a FREE app, available only on iPhone®, Black Berry® and Android™ smartphones. To get the new app, visit the [PayFlex site](#).

### Kaiser Permanente Monthly Health Topic: Stay Ahead of Cancer

Kaiser Permanente ([kp.org/cancer](http://kp.org/cancer))

In March Kaiser Permanente (KP) looks at what it takes to bolster your chances for fending off cancer or dealing with it effectively. Employees can visit [kp.org/cancer](http://kp.org/cancer) to learn more about what risk factors play a part in causing cancer and how detecting cancer early increases the chance of successful treatment.

The KP health topic campaign is designed to provide you with resources that enhance your employee health initiatives, and your employees the inspiration and resources needed to make positive steps in their wellness. Visit [kp.org](http://kp.org) for more information.

### Gallup Poll Shows Drop in Public Employment

Stateline ([stateline.org](http://stateline.org))

Government employment is declining nationally as a percentage of total employment, according to new poll results from Gallup. This comes at a time when fear of big government is nearing an all-time high, the firm notes, with 64 percent of Americans saying that they fear big government more than big business or big labor. Overall federal, state and local government employment declined by 1 percent between 2010 and 2011, with the drop in employment split evenly among the three levels. [Read more...](#)

### Study: Younger Workers Worried About Retirement

Workforce ([workforce.org](http://workforce.org))

A growing number of workers, especially those under 40 who are in a traditional company-sponsored pension plan, are willing to exchange some of their pay for more secure and generous retirement and health care benefits, according to a recent survey by consulting firm Towers Watson. The survey found that more than half (55 percent) are willing to pay a higher amount from each paycheck to ensure a guaranteed retirement compared to 46 percent two years ago. And while older workers tend to be more concerned about retirement than their younger colleagues, the survey found the most dramatic shift in attitudes toward retirement security has been among the under-40 set. [Read more...](#)

February 2012

The Star provides employees with DCHR news and information via e-mail. If you would like to submit a story or information, please send your content to your team's newsletter point of contact or to [Alex McCray](#).

### HR Advisors' Corner

The following information is for HR Advisors. If you have any questions, please contact HR Specialists, [Nicole Cook](#) or [Troy Higginbotham](#).

### Emergency Contact

Have you checked your personal information in PeopleSoft recently? For your own well-being, make sure that your emergency contact information is up to date. Your emergency contacts will be notified in the event of any incidents or emergency that happens while at work, so it's important to keep that information updated. Log in to PeopleSoft and go into 'Personal Information' to make the necessary changes.

### Changes in HR Service Requests for Designated Agencies

For certain agencies, changes have been made regarding their DCHR representative for handling HR related requests. Career Service processing for the following agencies will now be handled by the DCHR Recruitment and Staffing Division:

- Justice Grants Administration
- Office of Risk Management
- Office of Victim Services
- Office on Asian and Pacific Islander Affairs
- Office on Latino Affairs
- Office of Boards and Commissions
- D.C. Taxicab Commission
- D.C. Office on Aging
- D.C. Sentencing and Criminal Code Revision Commission

All related Executive and Excepted Service actions will continue to be handled by the Office of the Director. If you have any questions or require additional information, please call (202) 442-9700.

### Free Training!

Don't forget! DCHR provides free training to all D.C. government employees through the Workforce Development Administration. Contact your agency's Training Coordinator for more details. You also may contact the DCHR Workforce Development Administration at (202) 727-1523 to learn more.

### Domicile Requirement Reminder

All Executive and Excepted Service employees are reminded that they must submit their 15 required proofs of residency within 180 days of their appointment or confirmation date. Any Executive or Excepted Service employee who has not submitted their document proofs should contact the DCHR Office of the Director at (202) 442-9600.

### Welcome to DCHR



Ronald Gardner  
HR Assistant  
Resources Allocation Group

Ronald comes to us with a background in real estate and property management. Welcome, Ronald!



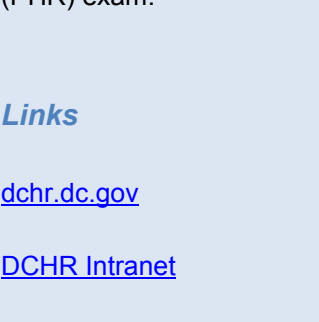
Earl McDermott  
HR Assistant  
Measurement, Analysis, and Planning

Earl is a recent graduate of North Carolina A&T. Welcome, Earl!



Tonishia McAllister  
Supervisory HR Specialist  
Measurement, Analysis, and Planning

Tonishia comes to DCHR from the Department of Human Services. Welcome, Tonishia!



Melissa Wright  
Intern  
Legal, Policy, and Compliance

Melissa is a second year student at Georgetown Law. Welcome, Melissa!

### Congratulations!

Aishah Mills, Management Assistant with the Compliance Unit (Office of General Counsel, DCHR) welcomed a baby boy on January 25, 2012. Ryan Randall weighed 9lbs 14 ½ oz. and measured 21 ½ inches.

Paul Davis, HR Specialist within the Compensation and Classification Administration, passed his professional human resources (PHR) exam.

### Links

[dchr.dc.gov](http://dchr.dc.gov)

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