

## HRC NEWS & VIEWS

YOUR COMMUNICATION SOURCE



### CHANGE BY MARJ COLBURN, FACILITY OPERATING OFFICER

Wouldn't we all just be bored if things didn't change? That seems to be the mantra of HRC – what we think we are going to do, or see, or make, becomes something different before too long. It's been amusing chatting with the architects again, one whose first comment on the email was, "long time". We don't want to get our horses before the cart, but as we talk again about what type of building and security we need, we will be revisiting some of our old conversations, and deciding if what we thought we wanted then is still what we want now. Lots of new faces and ideas to be a part of that discussion, so I expect there will be input that we haven't heard before as we venture down this road. Please remember, that at this point the only decision that has been made is we are not going to renovate Building #3. There are lots of people thinking about a variety of approaches, locations, costs and other factors before we get any signed document that says, "this is the way we are going". Stay tuned. The map to the future is still in the planning stages.

Another change coming our way is directly related to the News and Views publication. For those of us who work on it, it feels as though we no sooner get one newsletter completed and approved by Lincoln, before we are calling another meeting to plan the next newsletter. In talking to my counterparts in Lincoln and Norfolk, they are not creating a monthly newsletter. Some are every other month, or every quarter, depending on what is going on. There are special editions of their newsletters for things like Employee Recogni-

tion events, or Charitable Giving events. At the last News and Views planning meeting, we decided to try a different route for a while and see how it goes.

HRC will be completing a monthly newsletter, however it will be more business focused. Things like recipes and for sale items will not be included. We are hoping for a one-page, front to back newsletter that captures the important information that needs to be shared. In talking with staff, many staff report they don't have time to read the newsletter when it is six or 10 pages long.

We plan to keep the FOO news article in (trust me, I was one of the ones voting against it!). We will always introduce our new employees and worksite in the newsletter, along with "You're a Winner" to recognize others who have done something special for the program. Human Resources will create articles as needed for things like Open Enrollment and contract changes. Safety articles will be included as appropriate for the season, and training that is going on at the time.

Both the Joe Tye articles and the Ron Culbertson articles will be forwarded to the supervisors to share with staff as they would like. We talked about forwarding them on to all staff, but again, we hear that there is limited time to check emails and read articles when you are directly involved with the youth. This is one I would really like some feedback on, and perhaps suggestions on how to do it better.

We talked also about listing the special days of the month on the weekly calendar, now posted just outside of

the Switchboard, in case we need to find out when watermelon day or happiness month is being commemorated.

We may find that we can't pull together a newsletter that covers what everyone wants and needs in a reduced space, so the group is definitely open to talking about how to best do this (as I look at this article that seems to just go on and on!). The goal of the group remains the same – to get important, useful information out to all staff in as timely a manner as possible.

We talked about developing the bulletin board in the Building #3 copy room into an Employee Board. This could provide space to advertise your garage sale, or items you are selling, along with services you could provide to others. If there is a fabulous recipe from one of our dinners, a copy could be posted there.

An employee suggestion box will be placed in the copy room, a result of the Communication training and a suggestion to have a suggestion box! I will have the key to that box and will address valid, positive suggestions for the program. I will continue to have my door open to visit with anyone who wants to share suggestions or ideas in person.

Needless to say, I need to wrap it up before I totally run out of space. We may have to work gradually into this one page document! I'll work to keep you posted on any new developments with the program or the building plans. Promise.

**HRC EDITORIAL BOARD**

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It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA

# NEWS FROM HUMAN RESOURCES BY RANDY COIL

This is also a good time to review your on-file personal information in the [LINK Employee Work Center](#). Please confirm if your address, emergency contacts, email addresses and phone numbers are current. While most communications relating to your pay, benefits, taxes and pension are received at work, periodically information may be sent to your home address. Updating your personal information helps us ensure the delivery of your personal information. Additionally, occasions arise when you may not be at work when a personal contact with you is necessary.

Thank you for all you do in helping Nebraskans live better lives.



## WORDS OF APPRECIATION

Jonas P., now 19, showed up today to thank everyone for working with him, even though he was difficult. He said getting out of YRTC and getting off drugs probably saved his life. He wanted us to know we do awesome work, and to keep it up even when youth say they don't want help. He said he is sober and works for a company putting in cable wires underground for AT&T. He still lives in Omaha.

He looked good and had a nice haircut. He asked James and I to tell Dr. Z and Taylor, "hi" and to thank everyone for everything they did for him when he was here.

Pretty cool! Great job, guys!

*Heather Sidders, Residential Services Manager  
July 21, 2016*



Congratulations to Trista & Jim Williams married 6-18-16!

## WELCOME TO HJCDP

Please extend a warm welcome to the newest members of the HJCDP team:



Craig McLey, Principal



Danny Pendergast  
Youth Security Specialist II



Sarah Fluhart,  
Chemical Dependency  
Counselor



Rachel Hosick  
Youth Security Specialist II



**WE REMEMBER  
WILLIAM R. GIBSON  
REGIONAL CENTERS CEO  
April 2001 to August 2015**

Bill passed away August 13, 2016