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### Personnel to Unveil Employee Web site

The Personnel Cabinet will unveil the Kentucky Human Resource Information System (KHRIS) Web site next year for all employees.

Personnel is billing the site as the largest business and technology human resource initiative in the history of the Commonwealth. An Internet-based personnel, payroll and benefits system, KHRIS combines several systems into one. Systems to be combined include: Uniform Personnel and Payroll System (UPPS), Group Health Insurance (GHI), Group Life Insurance (GLI), Click HR, Premium Billing and Reconciliation (PB&R), Employee Suggestion System (ESS), Workers' Compensation (both Personnel and Transportation), State Active Duty – Military Affairs (SAD), and KRONOS (a timekeeping system used by some cabinets).

KHRIS will offer employees greater services from the Personnel Cabinet and access to many aspects of your personal information, including the following:

- Instant “real time” access to your personal information, including address and emergency contacts.
- The ability to maintain your own time sheets, fill out and submit leave requests, and make home address information changes in the same online system.
- Supervisors will be able to approve time sheets and leave requests directly online without having to sign a paper copy.
- You will be able to view your pay stub, check leave balances and enroll in your state health and life insurance plans directly from your home or work computer.

The Personnel Cabinet is in the process of customizing KHRIS to meet the specific needs of Kentucky state government and your individual needs as a state employee.

For more information, visit

<http://www.personnel.ky.gov/persadmin/khris/>.

**KECC Fact of the Week:** A donation of \$3 per paycheck provides two weeks of activities and companionship for four elderly people.

### Submit Your KECC Story

We are interested in hearing your KECC stories. If you have a story about how KECC made a difference in your life or that of someone you know, please contact Janis Stewart in the Communications Office. We'd like to share these stories with your coworkers in weekly editions of the Focus.

### CHR Education Employees have Fund Raiser for Relay

A group of second-floor employees in the CHR Building, who work for the Education Cabinet, have created a Lose-A-Thon as a fundraiser for next year's Relay for Life in Frankfort. They are inviting CHFS CHR employees to participate. Any person who participates will be given a pledge sheet and weight loss chart and asked to find people to pledge money for every pound lost or a lump sum donation. The fundraiser lasts for the next six months. All money raised goes to the 2009 Franklin County Relay for Life. For more information, contact [Dencia Miche' Branscum](#).

### Living Well: Let the Games Begin

Have you ever dreamed of standing on top of the podium while someone drapes a gold medal around your neck? The Summer Olympic Games are almost here, and millions of us will watch elite athletes striving to be named the best in the world. For other athletes it will be about giving their best, representing their country and

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experiencing an event that is known to only a few.

The Olympic Games are a celebration and representation of all nations, free of current political views and events. The next few weeks will expose us to the different summer events and customs of the host country. This is where young children will develop their own Olympic dreams.

As a child I developed an interest in gymnastics and can remember being perched in front of the television as Nadia Comaneci and Mary Lou Retton bounced, flipped and twisted on the floor, beam, bars and vault. I also distinctly remember them receiving their gold medals and tried to visualize what that would feel like. Most kids and teenagers hang posters of their favorite teen idol or pop star, but my room was wallpapered with posters out of my "Gymnast" magazine. Watching the Olympic gymnasts made me dig a little deeper into my own gymnastics practice and kept me focused to reach my own personal goals. My past experiences with sports has enforced my commitment to physical activity and taught me some important lessons about sportsmanship and life.

I have two kids, one who is very involved in baseball but dabbles a little in football and basketball. My other child prefers gymnastics, which she has chosen to place her focus on after trying soccer and other activities. It is too early to tell if they will ever aspire to be Olympic athletes. Regardless, I believe in the importance of exposure to sports and learning the hard lessons of knowing how to deal with the thrill of success and the agony of defeat.

My experiences with youth sports have been an eye-opener. Many parents believe that winning is the most important thing. Yes, activities are always more enjoyable when you have the hardware (trophy) to show off, but just showing up and participating is also key. Lifelong activity

is determined by exposure to different activities and positive, enjoyable experiences. Very few of us will achieve Olympic status, but there is an "inner athlete" in all of us. We just have to find activities that we enjoy and that fit into our lifestyle.

Since retiring from competitive gymnastics, I have chosen physical activities that have included walking (with college friends around campus), running, tennis, golf, swimming, volleyball, badminton, hiking, Frisbee golf, and cycling. I am now focused on running. My goal is to finish the Chicago Marathon. When I line up with the other 45,000 runners, only a few will be in the hunt for the win. The rest of us show up simply to participate and experience an event that we believe is great.

Let us know what types of physical activity you enjoy the most so we can share your story in future articles. Please contact Kris Hayslett at [kris.hayslett@ky.gov](mailto:kris.hayslett@ky.gov)

## CHFS Focus Health Tip of the Week

### Time to Talk

Using alternative methods to positively enhance your health has become normal in society today. But many people may forget to inform their doctor of their use of alternative or complementary medicine (CAM).

CAM may include taking herbal supplements, meditation, chiropractic manipulation or acupuncture. It is basically anything that is not considered conventional medicine.

Time to Talk is a Web site that encourages you to talk to your primary care physician about CAM. The site gives you information on what to say and why having the discussion will benefit you, your doctor and your overall health.

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For more information, visit  
<http://nccam.nih.gov/timetotalk/>.

## Employee Enrichment

*By Anya Armes Weber*

Take the time to say “thank you” if a coworker has really helped you or just brightened your day recently. Here are some simple but meaningful ideas to show your appreciation from Jo Condrill, a former civilian leader at Army Headquarters in the Pentagon and author of “101 Ways to Improve Your Communication Skills Instantly.”

**Be specific.** When you say “thank you” in person, tell exactly what it is you appreciate and why.

**Say it in e-mail.** A pleasant electronic message is an encouragement of its own.

**Send a hand-written note.** Thank-you notes are rare. Show how much something mattered to you by taking the time to write and mail a letter.

**Make a call.** Say a brief thank you with a warm phone call. This adds a special touch even if you just reach a voice mailbox.

**Give** a single flower or veggie from your garden, a piece of fruit or a candy bar. Add a verbal or written “thanks.”

**Shine a spotlight.** Share your thanks in a group setting so others can acknowledge your coworker’s efforts.