

## Trust is the Foundation



Holly J. Schoenherr, Ph.D., SHRM-SCP  
Human Resources Director

The arrival of a new leader in an organization can be both exciting and daunting. There is excitement about new perspectives and energy, while at the same time employees may feel nervous about the unknown. Who is this person? Will this leader move us in a positive direction? Is her style collaborative or authoritarian? What changes will she want to make and how will they affect me?

I get it. I've been there. Naturally, many employees I have met are interested in hearing my thoughts about initiatives and priorities for the Human Resources department. My plan from Day One (actually, even before then) has been to spend my first three months learning about the values, vision, and mission of the Unified Personnel System before establishing a plan for the future. What this means in reality goes beyond reviewing mission statements. It means getting to know people within this organization, who they are trying

to serve, and how they plan to serve them. It also means understanding the Human Resources (HR) department, what's working well and what isn't. And listening ... lots and lots of listening.

At four weeks on the job, I'm still trying to understand this organization called the Unified Personnel System (UPS). And at the same time, the UPS is trying to understand me ... the new Human Resources Director. Many of you got to know a little bit about me through viewing the [Two-Minute Tuesday](#) from earlier this month. And I am slowly but surely getting to know so many employees across the County, and forgetting so many names! So far I have had the opportunity to visit the County Extension Office, the Construction Licensing Board Office, South GMD, Logan Lab, and South Cross in addition to several locations in downtown Clearwater. I am looking forward to visiting with many employees on September 6 at the Epicenter for the [Leading the Way Conference](#).

As I mentioned in the *Two-Minute Tuesday* video, I believe that trust is the foundation of a healthy organization and that it's my responsibility to earn the trust of those I serve. Earning trust starts with connecting with people and developing relationships. It's important to me that we take the time to get to know one another so that, when I'm faced with the tough decisions, I can imagine looking in the eyes of the individuals with whom I have connected, and having empathy for the impact the decisions will have on my colleagues across the UPS. That's the kind of leader I would want to come into my organization, so that's the kind of leader I strive to be.

Following my three-month onboarding process, I will be developing recommendations for short term and long

*Continued next page.*

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### Share with Holly

My visits to facilities across the County will continue over the next few weeks and months. Even with the best of intentions, however, it is not realistic for me to connect with all 3,000 County employees within the next few weeks. Therefore, I have created a special email address as a way for you to share your thoughts with me:

[ShareWithHolly@PinellasCounty.org](mailto:ShareWithHolly@PinellasCounty.org)

While I don't want to place constraints on what you wish to share with me, I have particular interest in your perspectives on these topics:

1. In what ways has Human Resources helped you be effective in your job or in your personal life?
2. In what ways could Human Resources help you be more successful?
3. What are 2 to 3 goals that you suggest Human Resources include in its strategic plan?

This special email address is open now and will close on Friday, September 9. I will personally read all of the emails received and will share a summary of what I heard from employees in the October edition of *The Pen*.

**Earning trust starts with connecting with people and developing relationships.**

# Employee Spotlight

**Mark Sprague**  
Deputy Director Operations & Facilities  
St. Pete-Clearwater International Airport



## What is your job in 25 words or less?

The Deputy Director Operations & Facilities leads and oversees the airport departments of Operations, Facilities, IT and Aircraft Rescue Firefighting.

## What aspect of your job do you enjoy the most?

The aspect I enjoy most in my job is being able to utilize my diverse aviation experience and incorporating this knowledge to my everyday tasks or projects, all while retaining our slogan; "Tampa Bay The Easy Way". Serving over 1.6 million passengers, it is important to me that first and lasting impressions are positive.

## Why did you first choose to work for the County and why do you stay?

Moving from the Washington DC area, I was definitely looking for a year-round warm weather western Florida area. Add in the County benefits, baseball, beaches, and my love for boating, Pinellas County is truly a Live - Work - Play paradigm without ever crossing a bridge.

## What is the one accomplishment, at work of which you are most proud? Why?

The one accomplishment I am proud of is leading a talented, dedicated and skillful team to its 12th consecutive year without a single deficiency in our annual Federal Aviation Administration Safety and Certification Inspection. This is not a single task accomplishment from one person but rather from airport teams and partners committing themselves to excellence. I have only led this team since early 2015, but enjoy implementing new methods and best practices, always assuring safety is continually a top priority.

## What piece of advice would you give to a new employee?

Wake up with determination – go to bed with satisfaction! And — master your tasks and do more than is expected!

*Holly Schoenherr, continued from page 1.*

term goals which will ensure that Human Resources is positioned to be a valued partner for all 11 Appointing Authorities. Will I make decisions that will make some people unhappy? Very likely. Will I make decisions that are in the best interests of the Unified Personnel System? You can count on it. Along the way, I will rely on my colleagues in Public Works, in the Clerk's Office, Parks and Conservation Resources, the Property Appraiser's Office, and in all of the other cross sections of our system, to share your thoughts, bring new and different perspectives to the issues we face, and to join me on the journey toward ensuring the most diverse, healthy and effective workforce County government has ever seen.



**FLORIDA  
BLOOD  
SERVICES**

**BLOOD DRIVE**  
**Mark Your  
Calendars**

### Downtown Clearwater Courthouse

315 Court Street  
West parking lot  
**August 17**  
11 a.m. - 4 p.m.

### Utilities Building

14 S. Fort Harrison Ave.  
Clearwater  
**August 26**  
9:30 - 11:30 a.m.

## The Pen

EDITOR: Mary L. Sault

A monthly publication by the  
Pinellas County Human Resources Department

### How to Participate:

It's easy to get involved in *The Pen*. You can contribute by informing us of noteworthy news or sending us story ideas. You can also ask about writing a guest column or submit photos of co-workers at work in your department.

PHONE: (727) 464-5098

E-mail: [employee.communications@pinellascounty.org](mailto:employee.communications@pinellascounty.org)

*The Employee Spotlight focuses on you. If you would like to nominate a fellow employee, please send his or her name, position, and why you are nominating them to [employee.communications@pinellascounty.org](mailto:employee.communications@pinellascounty.org). View previous [spotlighted employees](#).*



**Q.** *Can you please tell me how to edit a phone number for my emergency contact in OPUS? Thank you.*

**A.** Go into OPUS, Employee Self Service, select Personal Information, and you'll see a row called Emergency Contacts. You can update the information there.

**Q.** *We have someone in our office that continuously steals other people's food and drinks from the breakroom refrigerator. This person has been doing it for years and has been caught red handed on several occasions and they continue to do it. It may seem like a small issue in the grand scheme of things but all of us employees here spend our own hard earned money to buy this food to enjoy for ourselves. It is ridiculous that when we get to take a break our food is no longer in the refrigerator where we left it.*

*I also strongly believe that stealing is stealing. It does not matter if it's sodas, fruits, yogurts or sometimes leftover meals. It shows bad character and morals. The fact that someone has such a lack of consideration is disturbing to me. I'm sure there are no County policies that can correct someone else's bad manners but I would appreciate any advice.*

**A.** First, you are correct when you say "stealing is stealing." It is not just disrespectful and disruptive. It is wrong—even for something small like this—and should not be tolerated.

The first bit of advice is for those who leave their food in the common refrigerator. Label your property prominently with your name so that there is no doubt as to ownership.

As for Pinellas County policy, although theft of food is not specifically mentioned it is an act that is subject to discipline. Human Resources recommends that the management in your group be notified. They should follow up and deal with this individual. Advice may be obtained from Employee Relations at 464-3506.

**Q.** *Every year the County goes through asset inventory, as directed by the Clerk of the Court. For years, we have asked that the asset inventory be conducted during the cooler months, as some departments have a vast amount of assets that are located outside. We find it cruel and a health risk to be asked to go out in the summer heat. The heat index has been in the 105-110 range this month. What can be done to have this time frame changed? Do we need to file a complaint with Risk? With OSHA?*

**A.** The health and safety of our employees is a priority. Please be sure to stay hydrated, wear sunscreen, and keep an eye on others for signs of distress. For hot weather tips, visit [the CDC website](#).

The Pen asked the Clerk's Finance Division to help clarify the matter of scheduling asset inventories. They told us their Fixed Asset Department assumed responsibility for annual inventory oversight in 2010 and used the previously established schedule. This schedule can and has been revised based on requests from the departments to change inventory due dates for one year "due to special circumstances." Examples of special circumstances include department consolidations, moving, and other factors—including the weather.

If there is a need to change or postpone an inventory due date, a request should be submitted to the Fixed Assets Supervisor, Dawn Bauer, who will work with your Departmental Custodian to establish an agreeable due date.

We recommend you speak to your supervisor or manager and ask that your department request a change or postponement of your due date.

**Q.** *Where can I find in the new Personnel Rules about flex time?*

**A.** The new Personnel Rules, effective January 1 of this year, can be found [online](#). The Rules do not address flex time. Flex time policies and practices vary between departments and are determined by the Appointing Authority or director and the needs of the business. Please check with your department leadership.

**Q.** *How can I get a current printout of my DROP account?*

**A.** Employees enrolled in the DROP (Deferred Retirement Option Program) should contact the [FRS \(Florida Retirement System\)](#) for this information. Human Resources can help you plan for your retirement. See [Employee Retirement Information](#) and [DROP FAQs](#).

**Q.** *There have been instances over the years where a manager supervised staff who earned more per hour than he or she. Didn't there used to be a Personnel Rule which addressed how to more equitably compensate a newer supervisor who had responsibility for managing staff earning more? What is the process for a manager to review with regard to these instances?*

**A.** Salary amounts are established by department management within the pay grade assigned to the employee's classification. On occasion an employee may be compensated at a higher level than their supervisor or manager.

The County's Personnel Rules, past or present, do not specifically address the issue you raise. However, the Personnel Rules permit special merit or equity adjustments, when appropriate, as a means for management to address specific needs within a department.

## Data-Driven Justice Initiative

*Pinellas County Human Services is in the national spotlight*

*Adapted from a Marketing & Communications Department press release, July 15, 2016*

Pinellas County, along with 66 other local governments across the nation, is investing in the process of re-entry into society.

In a pilot project this past May, Pinellas County, law enforcement, behavioral health providers, and many community partners launched the **Pinellas Community Empowerment Team**. The group identified the top users of the County's Baker Act facility and the jail, then developed an integrated approach to help stabilize these users.

The aim is to divert low-level offenders with mental illness out of the criminal justice system. Also to change pre-trial incarceration so that low-risk offenders no longer stay in jail simply because they cannot afford bond.

The estimated hospital, behavioral health and jail costs for these top users exceeded \$2.4 million in 2014. The Empowerment Team pilot cost \$946,291 and would decrease the current costs by 62% for the behavioral, medical and jail systems.

The goals are to stabilize individuals and families, better serve communities, and lower costs while reducing jail populations.

"We are pleased and excited that our program has been recognized on a national level and that we are able to exchange ideas and proven strategies with other communities," said **Lourdes Benedict**, director of Pinellas County Human Services.

### **Patient-Centered Medical Home Recognition**

Additionally, Human Services in partnership with the Florida Health Department in Pinellas, recently received the Patient-Centered Medical Home Recognition by the National Committee for Quality Assurance (NCQA) for our **Healthcare for the Homeless Program** which includes the Mobile Medical Unit and the Bayside Health Clinic.

The NCQA Patient-Centered Medical Home (PCMH) Recognition is the most widely-used way to transform primary care practices into medical homes. This best practice primary care model is one that fosters direct relationships between a patient and their care team in a holistic manner using a comprehensive and team-based approach with an emphasis on accessible and coordinated care, in addition to a focus on quality and patient safety.

"We are very excited to receive this recognition as we continue to emulate best practices to better serve our residents," said **Daisy Rodriguez**, Health Care Administrator with Pinellas County Human Services.

## Pinellas County is Number One in Recycling for State of Florida

*Adapted from a Marketing & Communications Department press release, July 14, 2016*

Our County's recycling rate for 2015 was 89% as determined by the Florida Department of Environmental Protection (DEP). Next are Hillsborough and Palm Beach counties with a 72% rate and Lee County with a 69% rate.

The DEP goal for the entire state of Florida is a 75% recycling rate by the year 2020. Currently, Florida's overall recycling rate is 54%.

Recycling rates are calculated by tonnage of curbside and residential recycling, recycled construction and demolition debris, and credit for renewable energy created by the combustion of solid waste at the Energy-from-Waste facility.

Additionally, Pinellas County received extra credit because at least 50% of solid waste received is also recycled by means other than renewable energy. Examples of this are recycling metal that is recovered after combustion and items, such as televisions and paint, collected at the Household Electronic and Chemical Collection Center (HEC3).

"Pinellas County celebrates this significant achievement by recognizing our 24 municipal partners, private recyclers and citizens who contributed to the 2015 recycling rate," said **Kelsi Oswald**, director of Pinellas County Solid Waste.

While the County is a "superior environmental steward" we remain committed to reducing the amount of waste we produce and to our recycling efforts.

## OMB Wins 12th Budget Presentation Award

*Excerpted from a Marketing & Communications Department press release, July 20, 2016*

Commission Chairman Charlie Justice presented the County's Office of Management and Budget (OMB) with the **Distinguished Budget Presentation Award** from the Government Finance Officers Association of the United States and Canada for the presentation of the County's 2016 budget document. This is the 12th consecutive year that Pinellas has earned the award.

"The Distinguished Budget Presentation Award represents a significant achievement by the County," said **Bill Berger**, OMB director. "It reflects the commitment of the Board of County Commissioners and our staff to be transparent in presenting our budget, to follow best practices in governmental budgeting and, ultimately, to be responsible stewards of the public's resources."

To receive the budget award, the Office of Management and Budget had to fulfill nationally-recognized guidelines for effective budget presentation. The guidelines assess how well the budget serves as a policy document, a financial plan, an operations guide and a communications device.



## TECH BITS

### Adobe Acrobat Overview

#### Confused about Adobe Acrobat and reading or editing PDFs?

Adobe PDF (Portable Document Format) documents are one of the most commonly used file types today. They are basically viewable pictures on a page that preserve the original document formatting. **Adobe Acrobat Reader** is the free application software that is used to read or view PDFs.



Sometimes, you may need to edit a PDF: add a comment, highlight text, or combine several PDFs into one. In order to change a PDF, another version of Adobe Acrobat **Standard** or **Pro**, is required. Both versions require a paid license or paid subscription depending on the **version**. **Microsoft Word 2013** also has a new feature that allows editing of basic format-ted PDFs.

Adobe's newest version of Acrobat is DC, which stands for Document Cloud. It is **cloud based** and all about portability and ease of access from anywhere.

To determine which version of Adobe Acrobat you have on your computer, simply open the Adobe application and click Help on the menu bar at the top. Find "**About Adobe xxxx**". This is the version. Some people may have two versions on their computer, Reader along with Standard or Pro.

*\*\*Be sure to contact the Business Technology Services Operations Center at 453-4357 (3-HELP) before making any changes to your Adobe applications.\*\**

To access additional information on this topic, visit Pinellas County's online learning portal, **ULearnIT** (search Adobe and your version). ~Best if accessed using Chrome~

Click here for additional **Technology Training Resources**.

#### In case you missed it!

In the August **To Your Health** a challenge from the HR Director, mammogram screenings, Enhance Fitness class registration, incentive payout schedule, and much much more.

August's **Leadership Notes**: No matter what your role is at work, you can be a leader.

## Promotions

Promotions listed are for July 2016.

### Board of County Commissioners

#### Building Services

Martin Marcum..... Mech Insp 3

#### Parks & Conservation Resources

Caridas (Cari) Burchfield..... Envir Spec Sr

#### Planning

Rachel Booth ..... Plan Section Mgr

#### Public Works

Curtis Owens ..... Horticult Fld Insp

John Taylor ..... Horticult Fld Insp

Robert Yackoski ..... Crew Chf 3

#### Utilities

Kathleen Daniels ..... Wk Plng Coord

Thomas Jablon ..... Elec/Mech Tech 2

Cristiane Smith ..... Accountant 2

Joseph Strautmann ..... Elec/Mech Tech

### Clerk of the Circuit Court

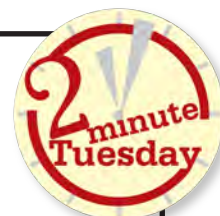
Corryn Franklin ..... Fis Rec Spec

Katherine Gaines-Reed ..... Rec Spec Sr

### Property Appraiser's Office

Robert Dunne ..... Dir Residential Appr

#### Have you seen the latest **Two-Minute Tuesday** videos?



**What is the DASH DIET?** Fight high blood pressure with the DASH Diet.

**You Don't Need Super Powers to be Super Efficient:** Get five simple tips to boost your productivity.

**LOSE & WIN:** Sign up for the new Wellness Learning Series. You'll get practical tools and a take-home binder filled with resources.

View these videos and subscribe to future videos at [www.pinellascounty.org/hr/two](http://www.pinellascounty.org/hr/two).



#### Find it Fast: HR from A to Z

Find what you need on the HR website quickly and easily with the **A to Z Index**. Access the link on the blue menu bar from any Human Resources web page. New index items are added frequently. **Let us know** if you have items to add.



## EAC Notes

### What is the EAC?

The Employees' Advisory Council meets monthly and serves in an advisory capacity to the Pinellas County Personnel Board concerning personnel matters, policies, rules, and regulations affecting Pinellas County employees. The EAC is also responsible for appointing two members of the Personnel Board. For more information, visit [www.pinellascounty.org/hr/eac](http://www.pinellascounty.org/hr/eac).

### EAC Representative Elections

The EAC will conduct elections for the following groups this fall:

- ▶ BCC Group III (*Public Works*)
- ▶ BCC Group IV (*Utilities: Logan, South Cross, Keller, Dunn, Field Services*)
- ▶ BCC Group V (*Human Services, Justice Coordination, Emergency Management, Radio and Technology, EMS, Ambulance Billing and Finance, Animal Services, Consumer Protection*)
- ▶ BCC Group VII (*Parks & Conservation Resources*)
- ▶ Other Appointing Authorities (*Office of Human Rights, Construction Licensing Board, County Attorney, Human Resources, Business Technology Services, Forward Pinellas*)
- ▶ Clerk South (*Records Management, Criminal Court Records, Court Assistance/Jury Services, Criminal Court Customer Services, Clerk's Customer Information Center, St. Petersburg Branch, Tyrone Branch*)

Start thinking about who you will nominate! More information to follow soon.

### EAC Advocate Program

Would you like to be an Employee Advocate and help fellow employees resolve disputes? You don't need special expertise—just a caring heart, a diplomatic manner and approval from your supervisor. Advocates are provided the necessary training. The role of an advocate is to assist an employee with a grievance or disciplinary action.

Being an advocate is a great way to help while learning more about County government and meeting new people. Find out more at [www.pinellascounty.org/hr/advocate](http://www.pinellascounty.org/hr/advocate).

### EAC Fundraiser

The EAC has selected the local [Tampa Bay Christmas Wish Fund](#) for year round "holiday spirit" donations for employees. Your EAC Representative can collect your donation or you may donate [online](#). To get contact info for your EAC Rep, view the [EAC Membership List](#) or contact Lisa Wombles, EAC Chair, at [lwombles@pinellascounty.org](mailto:lwombles@pinellascounty.org) for more details.

## Employee Suggestion Awards Program

The Employee Suggestion Awards Program (ESAP) has been rewarding employees for their suggestions for almost four decades. Employees earn cash for their ideas that improve productivity and cost effectiveness.

All employees in the classified service including temporary and part time employees are eligible to participate in the ESAP. Exempt employees are not eligible.

Employees who submit a suggestion that is adopted may receive a cash award of 10% of the estimated cost savings for the first year, up to a maximum of \$2,500 per suggestion.

Submitted suggestions should identify a problem or area which could be improved and recommend a remedy or improvement. View the [Program Rules](#).

Employee suggestions are reviewed by the Employee Suggestion Awards Committee which includes representatives from the Clerk of the Circuit Court, County Administrator, Property Appraiser, Supervisor of Elections, Tax Collector, and two members of the Employee Advisory Council.

### Employee Suggestion 16-1



Juan Arosemena, EET2 & Dean Galate, EMT2, Solid Waste

### Cost Savings: \$300,000

**Problem:** Excess heat and pressure that was damaging the Reverse Osmosis Machine, equipment and filters.

**Solution:** Their innovative and cost saving idea was to install a Variable Frequency Device and electrical equipment on the Clean In Place System for the Reverse Osmosis System at the Solid Waste Treatment Plant. This solution prevents excessive heat and pressure that was damaging the Reverse Osmosis Machine, equipment and filters.

Congratulations, Juan and Dean, for your innovative and cost-saving idea! Juan and Dean each earned \$1,250 for their suggestion. See Juan and Dean explain in this [Two-Minute Tuesday](#) video.

If you have an idea to submit, complete the [Employee Suggestion Awards Program Form](#). To learn more about the program, please view the [Guidelines](#).

# SERVICE ANNIVERSARIES

## 30 YEARS



Donna Evans, *Utilities*, Alex Cook, *Utilities*, Vance Perkey, *Parks & Conservation Resources*

## 25 YEARS



Terri Russell  
*Human Services*



Pamela Bell  
*Safety & Emergency Services*

## 25 YEARS



Thomas Gaines  
*Property Appraiser's Office*

## 20 YEARS



Craig Hare  
*EMS & Fire Administration*



James Skinner  
*Public Works*



Marie Wilson  
*Business Technology Services*

## Unavailable for Photo

**30 Years** Gail Mayne, *Clerk of the Circuit Court*, Maria Nenos-Pollitis, *Property Appraiser's Office*, Martha Simpson, *Clerk of the Circuit Court*, Patrick Smith, *Utilities*

**25 Years** James Henderson, *Utilities*

**20 Years** Nedima Ablakovic, *Engineering & Technical Support*, Manuel Collazo, *Public Works*, Charles Grube, *Property Appraiser's Office*, Anne Lawler, *Clerk of the Circuit Court*, Randy McMillen, *Real Estate Management*

## 15 YEARS

Kenneth Babbitt ..... Building Services  
Evelyn Rivera ..... Tax Collector's Office  
Sheila Roose ..... Tax Collector's Office  
Charles Satcher ..... Public Works  
Harry Stavropoulos ..... Tax Collector's Office  
Chad Totten ..... Clerk of the Circuit Court

## 10 YEARS

James Armstrong ..... Property Appraiser's Office  
James Bachteler ..... Clerk of the Circuit Court  
Tricia Cartier ..... Animal Services  
Maria Costa ..... Tax Collector's Office  
Aubrey Kanoski ..... Clerk of the Circuit Court  
Hermal Marshall ..... Parks & Conservation Resources  
Martin Munro ..... Supervisor of Elections Office  
Joan Read ..... Human Resources  
John Reynolds ..... Parks & Conservation Resources  
Andrew Roether ..... Marketing & Communications  
Jeffrey Schaefer ..... Tax Collector's Office

## 5 YEARS

Jessica Cohen ..... Business Technology Services  
Gary Phillips ..... Real Estate Management  
Patricia Wallace ..... Clerk of the Circuit Court

## 3 YEARS

Danielle Batt ..... Animal Services  
Cindy Cressler ..... Clerk of the Circuit Court  
Debra Eggleston ..... Clerk of the Circuit Court  
Angela Gagnon ..... Clerk of the Circuit Court  
Rebecca Glazer ..... Property Appraiser's Office  
Felecia Henderson ..... Human Services  
Ervin Hillary ..... Solid Waste  
Arlita Kelsay ..... Clerk of the Circuit Court  
Natasha Kinsley ..... Clerk of the Circuit Court  
Aryn Layman ..... Clerk of the Circuit Court  
Norman MacAuley ..... Utilities  
Casey Morse ..... Public Works  
Christopher Nelson ..... Utilities  
Brian Niemann ..... Parks & Conservation Resources

## RETIREMENTS

**36 Years**



Deborah Chayet  
Grants Specialist Sr  
Office of Management & Budget

**33 Years**



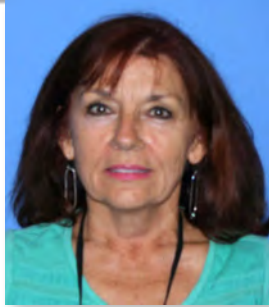
Gordon Beardslee  
Division Director BDS  
Planning

**Over 29 Years**



Casmiro "Cas" Rael Sr.  
BTS Technologist 3  
Business Technology Services

**Over 26 Years**



Marianne Browne  
Administrative Support Specialist  
Ambulance Billing & Financial Services

**Over 16 Years**



Victor Routenberg  
Consumer Protection Investigator  
Justice & Consumer Services

**Over 15 Years**



Michael Cooksey  
Director  
Safety & Emergency Services

**14 Years**



John Stone  
Work Planning Coordinator  
Utilities/South Cross Bayou WRF

### Retirees Unavailable for Photo

**Over 30 Years** Donna Springmann, *Court Records Specialist Sr, Clerk of the Circuit Court*

**Over 24 Years** Jimmy Chambers, *Utilities Maintenance Specialist 2, Utilities*

**19 Years** Kathleen Tessa, *Office Specialist, Development Review Services*

**Over 14 Years** Steven Silverstein, *Meter Reader 2, Utilities*

## REPCO News

REPCO's September lunch meeting will be at **11:30 a.m., September 12, 2016** at Applebee's Restaurant, 5110 East Bay Drive. The speaker will be Geri Costello from 2-1-1 Tampa Bay Cares. The topics will be services available to senior citizens and volunteer opportunities with her organization. For more information contact Rudy Garcia at (813) 855-3466 or [rdgarcia@verizon.net](mailto:rdgarcia@verizon.net).

You don't have to be a Pinellas County retiree to attend. Current employees and family members are also welcome.

# Welcome Aboard!

## Board of County Commissioners

### Airport

Angela Dunkel..... Eng Tech  
Ethan Patterson.....Airpt Opns Supv

### Building Services

Renee Ruggiero.....Bldg Svcs Spec

### Convention & Visitors Bureau

Octavia Johnson..... Acctg & Fin Tech  
Robert Taft..... Acctg & Fin Tech

### Development Review Services

Katrina Shields..... BDRS Code Enf Ofcr

### EMS/Fire Administration

Julio Chopite Botello..... Office Spec Sr

### Engineering & Technical Support

Thomas O'Bryant..... Contract Svcs Supv

### Human Services

Jodi Groth ..... Plan Section Mgr  
Patricia Vargas ..... Plan Section Mgr

### Justice & Consumer Services

Stephanie Pagels .....Cons Prot Inv

### Parks & Conservation Resources

David Anderson..... Park Rngr 1  
Gary Grosskopf..... Prop & Strs Clk 3

### Public Works

Enoch Carmichael..... Spray Tech  
David Tracy ..... Opns Maint Mech  
Travis Vick ..... Spray Tech

### Regional 911

Brian Adkison ..... Law Enf Telecomm  
April-Therese Capps ..... Law Enf Telecomm  
Peter Morlock..... Law Enf Telecomm  
Morgan Pyle..... Law Enf Telecomm

### Real Estate Management

William Pittman..... Trades/Fld Svcs Supv

### Utilities

Edward Atchison ..... Info Tech Analyst Sr  
Donald Womack..... Proj Coord-Tech

## Business Technology Services

Vinitha Vunnam ..... Info Tech Analyst Sr

## Clerk of the Circuit Court

Shannon Black..... Fis Rec Spec  
Cheri Chase..... Rec Spec 1  
Brant Flowers..... Crt Rec Spec 1  
Lori Lawson ..... Crt Rec Spec 1  
Shelby Nygren..... Rec Spec 1  
Robert Poynter..... Insp Gen 1  
Cherae Roberson..... Fis Rec Spec  
Richard Robichaud ..... Info Tech Sol Dev Sr  
Heather Thrippleton..... Fin Opns Tech  
Philip Yee..... Bus Analyst

## Human Resources

Holly Schoenherr..... Dir HR

## Property Appraiser's Office

April Liebbling ..... Prop Rclds Asst  
Jennifer Stoker ..... Prop Rclds Asst

## Tax Collector's Office

Jonathon Brickey..... Cust Svc Tech 1  
Kristen Bui ..... Cust Svc Tech 1  
Kristine Ferguson ..... Cust Svc Tech 1  
Sara Lakin ..... Cust Svc Tech 1  
Brittany Lowe..... Cust Svc Tech 1  
Ebru Tan ..... Cust Svc Tech 1

The Pen



New Employee Orientation class July 24th



New Employee Orientation class July 10th

## THE RECORD KEEPER



### Managing Records: Original vs. Duplicate

When reviewing and organizing your records, one of the steps that needs to be taken is to determine whether your records are originals or duplicates. Retention, storage, and disposition are managed differently for originals and duplicates, so it is important to identify the type of records you have. Records Management has staff available to consult with you, and we are happy to assist you with file analysis.

If you need help analyzing your records, please contact Records Management. We can be reached at (727) 464-5555 and we look forward to working with you!



## Create Sustainable Solutions

Vision • Innovation • Collaboration

Want more information? [www.pinellascountyextension.org](http://www.pinellascountyextension.org)



### Wildlife Wisdom

Webinar series focused on backyard wildlife. These are lunch-and-learn opportunities, so all are welcome!  
[Register for the Wildlife Series.](#)

### Right Plant, Right Place by Habitat

Sept. 13, 3:00 p.m.

[Register for the event.](#)



**UF** IFAS Extension  
UNIVERSITY of FLORIDA

## Consumer Corner



This year, many areas throughout the United States have been affected by flooding due to excessive rain. The water not only damages streets and homes, but also vehicles.

Insurance companies usually purchase storm damaged vehicles from the policyholder and declare the vehicle "totaled." If the vehicle is refurbished, it will carry a salvage title. A salvage title is an indicator that the vehicle has had serious damage.

Other times the vehicle is sold at auction to be resold for parts. But some dishonest dealers and individuals buy the vehicles at a low price, repair them cosmetically, retitle them, and resell them to buyers who are unaware of the vehicle's history. Consumers should be aware that the risk of buying a water-damaged vehicle is not limited to the areas where the flooding occurred. Many of the damaged vehicles are transported and sold in a different state.

There is no foolproof way to detect a flood-damaged vehicle, but there are steps you can take to help spot potentially flooded vehicles.

- ▶ Ask for the title of the vehicle and a detailed vehicle history report.
- ▶ Have the vehicle inspected by a reputable and licensed mechanic.
- ▶ Notice unusual odors and look for telltale signs of water damage: rust, dried mud/sand/salt deposits, water marks, mold/mildew, or replaced carpet or upholstery that doesn't match or fits loosely, is faded or has stains.

Doing your homework before buying a vehicle can save you lots of time, money and aggravation.

For more information, to file a complaint, or check the complaint history of a business, call Pinellas County Consumer Protection at (727) 464-6200 or visit [www.pinellascounty.org/consumer](http://www.pinellascounty.org/consumer).



Connie Consumer



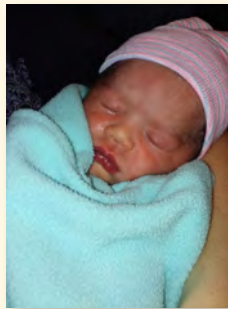
Employee and family news including kudos, weddings, births, graduations, memorials, and classified ads. Send your news to [employee.communications@pinellascounty.org](mailto:employee.communications@pinellascounty.org) or call 464-5098.

## Introducing ...



**Harrison William Lee**, born July 2, is Bill McGuinness' (Clerk) 12th great-grandchild.

Rodney Bolt (Risk Management) and Erin Sullivan-Bolt (Tax Collector's Office) are the proud grandparents of **Erica Grace Bolt** born July 11, 2016. Rodney and Erin look forward to spoiling their first grandchild with lots of love and attention.



## Gone but not Forgotten

The Pen is saddened to report the passing of the following retirees:

**Michael Sweeny**, 68, passed away July 4, 2016. He retired from the Clerk's Finance Division in 2005 after over 27 years with the County. He was predeceased by his wife, Maria, and a son. He is survived by his brother, Tim of Georgia, son Robert, daughter-in-law Marissa, and three grandchildren, who reside in Pennsylvania.

Michael served his country in the 101st Airborne Division (US Army) and fought in Vietnam 1967-68 and was a Tet Offensive survivor. He was awarded the Bronze Star and Purple Heart plus two Meritorious Service Medals. He will be buried in the National Cemetery of the Alleghenies in Pennsylvania with full military honors.

In lieu of flowers, the family suggests donation be made to the [Suncoast Hospice Foundation](#) in Clearwater.

**Linda Richardson**, 75, passed away July 14, 2016. She retired from the Tax Collector's Office on February 1, 2001 after 17 years with the County. She leaves her husband of 56 years, Clyde, her daughter Desiree, her son Dan, her brother Nick, and her dog Precious. She will be missed by her grandchildren and great grandchildren, other family members and friends.

There will be a celebration of life for all to attend. Visit [Dobies Funeral Home](#) (Holiday) for more information.



## Classified Ad

**For Sale** High quality Pacific Fitness weight machine. Excellent condition. \$450 or best offer. Was \$1668 new. Used only indoors. Numerous exercises: seated chest press, chest cable cross, pectoral fly, rear deltoid, front shoulder raise, upright row, leg extension, leg curl, leg kickback, calf raise, bicep curl, tricep pushdown, side bend, ab crunch, lat pulldown, seated row. Space 5' X 12'. (727) 515-1120, [asquires560@gmail.com](mailto:asquires560@gmail.com). Images on [Craig's List](#). Search Sporting Goods, By Owner, Condition-Excellent.



"Chip-in" for a good cause and "tee it up" for the **Florida Sheriffs Youth Ranches** at the [Sheriff Bob Gualtieri Golf Tournament](#). Be a sponsor, player, or both – and spend a day at the prestigious Belleair Country Club. Sheriff Bob Gualtieri hosts the annual tournament which will include a round of golf, continental breakfast, lunch, contests, drawings, and many player amenities.

Date: Monday, September 19, 2016

**Registration Deadline: September 9, 2016**

[Click here for more information.](#)