Banking on Human Capital

*Contributed by the Pinellas County Tax Collector’s Office*

Charles W. Thomas is a man on a mission. As Pinellas County Tax Collector since January 2017, that mission is to empower his workforce to excel and to serve customers respectfully, accurately, and professionally while also providing exceptional stewardship of public funds. We sat down with him to learn more about where the agency is headed.

*You’ve been with the Tax Collector’s Office over 17 years and now you ARE the Tax Collector. How did you move up to this position?*

I served as Chief Deputy Tax Collector for 16 years. I ran for the elected position of Tax Collector after Diane Nelson announced her retirement, because I wanted to continue our legacy of excellence.

*What challenges have you faced since becoming Tax Collector?*

One of the challenges Tax Collectors face is working with state lawmakers and community leaders to ensure decisions impacting our services are to the benefit of our citizens. It’s my job to look out for both employees and the public, and I take that responsibility seriously.

*What is one of your most important recent initiatives?*

We are currently focused on internal customer service. Our customers are not only the clients we serve; they are also the very people within our organization who we interact with and depend on, including frontline and support staff as well as management. In January, we rolled out an Employee Code of Conduct which is an overview of how we are expected to treat our clients and each other. I strongly believe in supporting a culture of internal customer service, respect, and open and honest communication.

*What are your priorities for the near future?*

Our number one priority is our people. I’m a huge believer that workplace culture and values are the key to our success. It’s our priority to get the right employees in the right positions to be the most effective. Both now and in the future, we are dedicated to recruiting and retaining employees who can help us continually raise the bar. Our goal is to develop leadership at all levels that is participative and collaborative. Knowledge management is also vital, with many Baby Boomers preparing to retire in the coming years.

*You and your employees are involved in the Pinellas community. Which effort are you proudest of?*

I’m honored to host Kids Tag Art Pinellas, our program to raise funds for elementary art classrooms. Through Kids Tag Art, fifth graders design front license plates which can be purchased online at kidstagartpinellas.org through the end of the school year. All proceeds go to art classrooms as well as a scholarship fund at St. Petersburg College. In just three years, we have raised $144,144 through tag sales and local sponsorships.

*You are credited with being a driving force behind the Tax Collector’s success with the Governor’s Sterling Award (2013) and Governor’s Sterling Sustained Excellence Award (2016). Can we expect another?*

Absolutely. We always strive for improvement which is at the very heart of the Sterling management model. Sterling is like a guidebook that keeps us on track with improving processes and using data effectively. It challenges us to avoid assumptions and ask for feedback about what our customers want and need. While we are not “in it” for the awards, earning another Governor’s Sterling Sustained Excellence Award would be well-deserved recognition for our entire workforce.

*What advice do you have for new hires in your organization and throughout the UPS?*

Take the time to learn about the plans, goals, and objectives of your department and organization as a whole.
Charles Thomas: continued from page 1.

Also, take advantage of the many benefits available, such as tuition reimbursement and wellness incentives, to advance professional and personal goals. Finally, never hesitate to share good ideas. New hires offer fresh perspectives and are often the best equipped to bring unique solutions to light.

Finally, on a personal level, tell us something about you that most people don’t know.

I am extremely proud of my wife Patti, who is raising money for the Leukemia and Lymphoma Society in honor of our grandson Jonathan, who lost his battle in 2016. It’s inspiring knowing Jonathan’s legacy is helping children and families who are fighting today.

L-R: Sabrina Sway, Rae Sievers, Lucy Field, Aaron Brooks, Charles Thomas, David McCraney, Monica Santiago, Dawn Rodriguez, Amber Bradley, Waleska Lozada, Corinne Fish. This money was raised and donated by TCO employees. The photo was taken on April 25, 2018, which would have been the 4th birthday of the Tax Collector’s grandson, Jonathan.

Customer Satisfaction Survey for The Pen

The Pen is a digital community platform published monthly by Human Resources and sent to all UPS employees, retirees, and others who have subscribed. It provides news and information which we hope will be helpful and informative for all.

It’s a sound practice to periodically check with customers to ask how we’re doing. Completing this survey should take about three minutes, and we’ll share the results with you in the June Pen.

The survey closes May 30, 2018. Thank you!

TAKE THE SURVEY
Q. Do I fill out a tuition reimbursement form before or after taking a class?

A. Fill out the Enrollment Request Form before taking a class. The form needs to be signed by your supervisor and department head. This should be done at least ten days before the class. Then after you complete the class, complete a Reimbursement Request through OPUS iExpense to be reimbursed for tuition, fees and books. To learn more, visit the Tuition Reimbursement web page.

Q. Does the County have a policy on compensation for travel? I have looked at the HR website and in the rules but there is nothing on travel such as drive to a conference on a work day outside of my schedule or during my schedule. What if I am driving, or if I am a passenger? What if events at the conference are held past my normal working day?

A. The UPS Board and Human Resources do not govern this area. However, here are expense reimbursement guidelines from the Clerk's Finance Division: Guidelines for Payment and/or Reimbursement of Travel Expenses for Pinellas County Officers and Employees. This link can also be found via HR's A to Z Index which is organized alphabetically by topic.

Q. What insights do you think you bring to this position?

I have had the incredible experience of working in different areas of government with different municipalities. It seems to run in my family: My sister is a librarian, my brother a firefighter and my mother worked for the Sheriff’s office. I place a high value on the work of public servants.

Meagan Decker has been a Business Partner with Human Resources since 2011. She now heads the Workforce Strategy Center of Excellence for Pinellas County Human Resources.

Congratulations on your promotion. What was your first position with Pinellas County?

I worked as an intern with Consumer Protection in 2000. That experience helped me get a job with the City of St. Petersburg.

What is your career goal and how does this promotion fit?

My career goal has always been to do something that has a positive impact on the community.

What does the Workforce Strategy Center of Excellence do?

We are responsible for recruiting potential employees and for helping hiring managers/departments make their selections.

What insights do you think you bring to this position?

I have had the incredible experience of working in different areas of government with different municipalities. I want to ensure that we recruit and select the right people for our team, that we create succession plans, and work with hiring managers and community partners to establish pipelines of talented individuals to come work with us.

What’s your biggest challenge and your priority over the next year or so?

Unemployment is relatively low which drives competition. My priority is to improve the applicant experience with Pinellas County Government.
New Shingles Vaccine – Shingrix

The Centers for Disease Control and Prevention (CDC) recommends Shingrix for adults 50 years and older to prevent shingles and related complications. Shingrix, a new two-shot vaccine is preferred over Zostavax and is recommend by the CDC even if you had previously received Zostavax.

For employees and their dependents, and for non-Medicare eligible retirees and their dependents, on the United Healthcare (UHC) Point of Service (POS) or Consumer Driven Health Plan (CDHP), the shot is covered as a standard preventive service benefit as of April 1, 2018. It is available in-network through most:

- physician’s offices
- urgent care centers
- convenience care clinics
- retail pharmacies

Contact UHC Customer Service at (888) 478-4752 for more information.

For retirees (Medicare members) on the United Healthcare Medicare Advantage PPO Plan (MA PPO), the shot is covered under the Part D Tier 2 Prescription portion of the plan. Contact a UHC Customer Service advocate at (800) 457-8506 for more information.

Keeping Your Information Up-to-Date

When was the last time you reviewed your personal and beneficiary information in OPUS? Is your address and phone number current? Is your emergency contact and life insurance beneficiary information up-to-date? Keeping your information up-to-date ensures that our benefit vendors, the Florida Retirement System or Human Resources can get in touch with you, if needed.

You can view your current information and make any necessary changes through OPUS Self Service.

- For personal information and emergency contacts: OPUS > Self-Service > Personal Information
- For beneficiary updates:
  - To name a person: OPUS > Self Service > Benefits > Update Beneficiaries (bottom right of screen).
  - To name a trust, charitable organization or your estate as your beneficiary, complete The Standard’s beneficiary form and return it to Employee Benefits.

Reward Points or Cash?

Cash elections: All employees default to incentive points at the start of every year. If you would like to receive cash, you must fill out the cash election form.

Updated Wellness Incentive Chart

An updated 2018 incentive chart is available. Please note, there are no changes to the incentives. The updated flyer clarifies important parameters with respect to Weight Watchers and the Learning Series.

Class & Comp Study Update

Evergreen has presented their implementation plan options to the Personnel Board and will present to the Employees’ Advisory Council in May. They will next submit a written report which will include a comprehensive review of the project, their findings and their recommendations. This summer, Evergreen will also hold meetings to present a high-level overview of their findings to employees.

Human Resources has conducted meetings with each Appointing Authority to gather feedback and to review the options including which classification plans, market pay blends, and implementation plans are on the table for their consideration.

Once all of the Appointing Authorities have provided their input, Human Resources will make a recommendation to the Personnel Board. The next step will be for the UPS Board to determine a course of action.

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.
Unveiling the New 2018 Learning Catalog

Learn Today, Be Ready for Tomorrow

Drum roll please — the Human Resources’ Organizational & Talent Development team is pleased to introduce the new and improved 2018 Learning Catalog. The catalog offers a wide variety of learning opportunities to employees and members of the Consortium. The instructor-led courses are interactive, hands-on and learner focused. The catalog provides a framework to develop your knowledge and skills, ranging from foundational core business skills to those of a strategic leader.

Catalog highlights:

- More than 100 instructor-led courses, including 43 new courses (see the list at right)
- Easy to navigate and user-friendly format
- Direct links to OPUS registration for every course so the sign-up process is easier than ever
- Search for a course by name, by topic or by Learning Path
- More than 75 facilitators from around the County

Learning Paths

In case you haven’t heard the buzz, now is the time to join your coworkers in this new initiative. There are seven Learning Paths to help you build knowledge and skills progressively over time. Certificates and microcertifications are available for successful completion.

To start on your Learning Path, see the Learning Paths Guide, email training@pinellascounty.org or call (727) 464-3796.

New or Revamped Courses

1. Accounts Receivable - Miscellaneous
2. Accounts Receivable – Standard
3. Body Language
4. Breakthrough Listening
5. Bullying in the Workplace
6. Business Writing
7. Certified Supervisory Manager (CSM) Program
8. Coaching and Counseling
9. Conflict Resolution
10. Creativity
11. Customer Focus
12. Dealing with Ambiguity
13. Delegation
14. Don’t Fall for False Consensus in Groups
15. Drive for Results
16. Email Etiquette
17. Exceptional Administrative Assistant
18. Goal Setting Works
19. Happiness Advantage
20. Innovation Management
21. Integrity and Ethics Essentials
22. It’s Not Just Customer Service
23. It’s Not Just the Law – It’s What’s Right: Pinellas County’s Anti-Harassment Policy
24. Learning on the Fly
26. Managing Ethics
27. Managing Five Generations
28. Managing Relationships
29. Managing Through Systems
30. Managing Vision and Purpose
31. Managing Your Career
32. Meeting Management
33. Motivating Others
34. Oracle Learning Management (OLM) Administrator
35. Perspective
36. Power of Positive Discipline
37. Rewards and Recognition
38. Scam Detection Starts with Consumer Protection
39. Situational Leadership
40. Social Security and Medicare Overview
41. State Emergency Response Team (SERT) Training
42. Strategic Agility
43. Workplace Harassment, Discrimination, Bullying and Violence: What You Need to Know
Registration is Now Open

Registration deadline is September 21.

What’s New for 2018

➤ The show will run in the early fall.
  Important dates:
  ➤ Registration deadline, September 21
  ➤ Artists deliver artwork, October 9
  ➤ Artwork judging, October 17
  ➤ Awards Ceremony, October 29
  ➤ Exhibit open through November 12
  ➤ Artwork pick up, November 13
➤ The award ceremony will be in a new location in downtown Clearwater:
  14 S. Fort Harrison Avenue, 4th floor
  (known as the Utilities Building). Free parking will be generously granted for the duration of the event by the City of Clearwater in their parking lot across Osceola Avenue.

Who Can Participate?

➤ Employees
➤ Volunteers
➤ Interns
➤ Retirees
and their families – including those previously ineligible – are invited to submit artwork.

Includes employees of the:
➤ Unified Personnel System (UPS)
➤ Sheriff’s Office
➤ Juvenile Welfare Board
➤ Sixth Judicial Court
➤ State Attorney’s Office
➤ Public Defender’s Office
➤ Medical Examiner’s Office
➤ Court Administration

Pets of the Month

Contributed by Season Groves, Pinellas County Animal Services

Fawn
Fawn is a very beautiful young cat. She blinks her big mellow yellow eyes toward her special human, letting them know they are the one for her. Quiet and somewhat a loner in the cat adoption area, Fawn loves to be the center of attention! She’s ready to enjoy the pampered life of lifelong loving from her humans.

Jojo
Jojo is ready to celebrate May is Older Americans Month with someone as wise and loving as he is. Jojo’s been lathered in luxury since coming to the shelter (we may have spoiled him just a bit). Sweet and social, Jojo just wants a stable home for his golden years. He’s a small rough-coated chap that seems well housebroken.

Important Information for Hiring Managers

Sign up now for the upcoming Hiring Procedures Information Sessions on the hiring process and veterans’ preference. It is recommended that all hiring managers attend to get important updates on Pinellas County’s procedures for selecting new staff. Topics include the Hiring Guide, Veterans’ Preference Procedure, and workforce options. Sessions will be held on May 30th from 1:30 to 3:30 at the Extension Service in Largo and on June 5 from 9 to 11 am at the Annex in downtown Clearwater.
Plan Pinellas
Contributed by Rebecca Stonefield, Principal Planner and Project Manager

The Pinellas County Planning Department is embarking on an exciting new project. Plan Pinellas is a multi-phase initiative charged with updating Pinellas County’s Comprehensive Plan to ensure we continue to support the vision of our citizens. The project will involve extensive outreach with the public and by the end of the process, the Comprehensive Plan will be known as Plan Pinellas.

Envisioning Our Future
Pinellas County’s current Comprehensive Plan was last updated in 2008. As the County faces new challenges – such as the transition from a new development to a redevelopment focus – it is important to ensure that the Comprehensive Plan continues to support the citizens’ vision. Plan Pinellas will document the long-term community vision for the County’s future, and will serve as Pinellas County’s Comprehensive Plan.

This updated Plan will be created through a substantial public outreach process and will incorporate in-depth revisions to the existing Comprehensive Plan that will address the County’s changing needs, and it will have a more user-friendly format. Ultimately, Plan Pinellas will support the future the County envisions.

What is a Comprehensive Plan?
The purpose of a Comprehensive Plan is to outline a long-term community vision for the future. Various goals, policies, and objectives intended to achieve that desired future are established in this plan. A Comprehensive Plan should act as a policy guide aimed to influence community land use and development decisions, and covers a wide range of topics, such as: land use; mobility; and public services; all intended to improve quality of life for residents and visitors.

What Are We Doing?
The project will involve 3 phases:

1. Policy Consolidation “Results-Neutral”
The current Comprehensive Plan has over 1,100 policies. Phase one involves the review of the existing document, with the intention to remove extra language that does not support the meaning or intent of the plan, as well as to add clarity to some hard concepts.

2. Guiding Principles
Based on existing resources, such as the Strategic Plan, the Countywide Plan, Pinellas by Design, the existing Comprehensive Plan, and the results of the recent citizen surveys, the Planning Department has drafted eight Guiding Principles that will help to focus the vision for the future. These principles support a community that provides choices of where to live, work, and play. The full Guiding Principles Intent and Purpose document is available on the project webpage.

3. Plan Revision
Once the current plan is better organized and the vision is set with the Guiding Principles, the final phase of the project can take place, the drafting of Plan Pinellas. Plan Pinellas will be an in-depth revision of the current Comprehensive Plan that will address the changing needs in the County and result in a user-friendly format. These revisions will ultimately support the future the County envisions.

Want to Get Involved?
The Planning Department encourages all County employees and their friends and families who live, work, or visit Pinellas County to share their opinions about the County’s future. Please visit the project webpage at http://planpinellas.org to learn more about Plan Pinellas, view the project video, and to take the survey. The webpage also includes information on upcoming public engagement events and open houses for Plan Pinellas. The next Public Open House will be held on Thursday, May 24, 2018 at 6:30 – 8:30 p.m., at the Lealman Community Campus (5175 45th St., St. Petersburg).

For more information, please contact:
Rebecca Stonefield
Principal Planner
Phone: (727) 464-5169
Project email: planpinellas@pinellascounty.org
Project web page: https://planpinellas.org

Anna Sofia Swearengen, daughter of Scott Swearengen (Planning Dept.) narrates the 3-minute Plan Pinellas video.
Upcoming Training Classes

Some classes fill up quickly so request enrollment early through OPUS Learning Management (OLM).

Time Management: 30 Ways To Make More Time
5/30/18, 3.5 hours
Most people think they are efficient. But unless they know how to manage their time, it’s unlikely they will ever be fully effective. Poor time management can also have an effect on their colleagues or the team they work with.
30 Ways to Make More Time demonstrates that time management training can be applied to anyone within an organization. You will experience many different situations and various issues surrounding time management - showing both the right and the wrong ways of doing things.

Budget 101
6/6/18, 2.5 hours
The BCC strategic plan includes a strategy to “Be responsible stewards of the public’s resources.” This training course is designed to help managers and directors understand how they can effectively contribute to the County’s success in this area.
This introductory course will provide an overview of the Pinellas County budget, stakeholder roles, rules governing the County budget, how and why the County adopts its annual budget, the process for developing the budget, reports, and resources available for additional assistance.

Contact us at training@pinellascounty.org or 464-3796 with questions.

What’s Your Bright Idea?

The Employee Suggestion Awards Program has been rewarding employees for their suggestions for almost four decades.
Just to brighten things up, we’re dressing it up with a new logo.
The program awards up to $2,500 cash to employees for ideas that improve productivity, efficiency, quality and/or cost effectiveness.
All employees in the classified service including temporary and part-time employees are eligible.
The suggestion should identify a problem or area which could be improved and recommend a remedy or improvement.

Tech Bits

Windows 10 Resources

Trying to navigate Windows 10?

Have you recently received a new desktop or laptop that has Windows 10 on it and you wish you could find resources to help you navigate this change? Are you scheduled to receive Windows 10 and aren’t quite sure what to expect?
The Human Resources Training Lab (Annex 138) now has Windows 10 on all of its laptops. Come in during our Open Lab times and give the new Windows operating system a test drive. You can also bring your own earbuds and utilize ULearnIT’s extensive Windows 10 content* with a hands on approach.
1. Log into ULearnIT.
2. Click the Desktop Skills tile on the main page.
3. Click Windows 10 from the category list on the left.
4. Choose Videos, Course Series, or Books all about Windows 10.
Have a specific Windows 10 question? Use the Fast Find Topic Search located under the Desktop Skills tile and use a keyword(s) to search through all Windows 10 content.
Login at: http://UlearnIT.skillport.com
Annex 138 Training Lab Hours: www.pinellascounty.org/hr/training/pdf/ulearnit-lab.pdf
ULearnIT Flyer: www.pinellascounty.org/hr/training/pdf/discover-ulearnit.pdf
* All Windows 10 content may not apply to the environment for Pinellas County.

For a complete list of non-eligible items, see the Guidelines.
How do you submit a suggestion? Complete the Suggestion Form.
For complete information on the program, visit the Suggestion Awards Program web page.
SERVICE ANNIVERSARIES

**35 YEARS**

- **Gigi Anderson**
  Clerk of the Circuit Court
- **Deborah Berry**
  Human Services

**Unavailable for Photo**

- **35 Years** Saundra Caldwell, Clerk of the Circuit Court, Janie James, Human Resources

**30 YEARS**

- **Matthew Miller**
  Utilities
- **Jacqueline Peterson**
  Clerk of the Circuit Court

- **Michael Riley**
  Development Review Services

**15 YEARS**

- Rhonda Caruso ....................... Economic Development
- Kelsey Kendall ...................... Clerk of the Circuit Court
- Christopher McKinney .............. Airport

**10 YEARS**

- Jennifer Hunter ...................... Utilities
- Jay Schloneger ..................... Animal Services

**5 YEARS**

- Maria Brown ...................... Tax Collector’s Office
- Kim Circello ...................... Real Estate Management
- Faye Lopez ....................... Tax Collector’s Office
- Alexander Luca .................... Property Appraiser’s Office
- Gregg Obarski ...................... Business Technology Services
- Victoria Preston ................... Public Works
- Stephen Sako ...................... Public Works
- Steven Santamaria ..................

**3 YEARS**

- Rashad Berrien ...................... Public Works
- Alexandria Campbell .......... Parks & Conservation Resources
- Yadira Carter ...................... Clerk of the Circuit Court
- Greg Concannon .................... Real Estate Management
- Ray Charles Dacres ................. Public Works
- Steven Hessling .................... Clerk of the Circuit Court
- Cleosinda Mizutani ................. Human Services
- Marcus Oania ...................... Convention & Visitors Bureau
- Brandy Pellegrino ................... Public Works
- Dontrell Smith ..................... Utilities
- Uzma Syed ...................... Property Appraiser’s Office
- Thandiwe Tenn ...................... County Attorney’s Office
- Mark Titley ....................... Utilities

**20 YEARS**

- **Samuel Benton**
  Public Works
Retirements

Over 33 Years
Joseph Strautmann
Electrical/Mechanical Technician 2
Utilities

Over 30 Years
Robert Shields
Craftworker 2
Real Estate Management

Jim Russell
Special Projects Assistant
Business Technology Services

Over 20 Years
Mary LaPierre
Section Manager 1
Utilities

Over 16 Years
Kathryn Minor
Entomology Assistant
Public Works

Over 14 Years
Janet LaRue
Audit Compliance Specialist
Tax Collector’s Office

Retirees Unavailable for Photo
32 Years Sarah Ward, Planning Division Manager, Planning Department
Over 29 Years Debra Jaramillo, Engineering Specialist 3, Public Works
24 Years Catherine Tilman, Fiscal Records Specialist, Clerk of the Circuit Court
Over 20 Years John Brown, Craftworker 2, Real Estate Management
Over 15 Years Patti Fontaine, Procurement Analyst Coordinator, Purchasing

REPCO News
REPCO’s next meeting is June 11 starting at 11:30 a.m. at Applebee’s Restaurant, 5110 East Bay Drive in Largo. A representative from the Pinellas County Supervisor of Elections will join us and provide a presentation on new voter laws and poll worker opportunities. If you have questions, contact Rudy Garcia at (813) 855-3466 or rdgarcia@verizon.net.

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

Technology Training Lab Self-Service Hours
May 21, 9 – 11 am
June 1, 2 – 4 pm
June 4, 9 – 11 am
June 11, 9 - 11 am
June 15, 2 - 4 pm
See complete schedule.

For assistance logging in or navigating ULearnIT, please arrive at the lab (Annex, Room 138) one-half hour early.
▶ BYOE (Bring Your Own Earbuds).

Questions? Call (727) 464-3796.
Promotions
Promotions listed are for April 2018.

Board of County Commissioners

Airport
Erin Johnson..................................Airport Opns Mgr

Building Services
Erich Kraemer..................................Bldg Insp 2
Mark Roberts..................................Bldg Insp 2

Convention & Visitors Bureau
Leroy Bridges .................................CVB Div Mgr 2
Suzanne Hackman..............................CVB Div Mgr 1

Safety & Emergency Services
Lydia Fletcher ...............................911 Pub Safety Telecomm 1
Megan Ilavsky ...............................911 Pub Safety Telecomm 2

Technology & Innovation
Jewel John ...............................Info Tech SME
Dave Sereboff..............................Info Tech Analyst Sr

Parks & Conservation Resources
Andrew Bianchi .............................Park Rngr 2
Nicole Stallings.............................Envir Spec 2

Planning
Christopher Moore .........................Proj Coord-Admin

Public Works
Jesse Barker ..................................Trades/Fld Svcs Wkr
Kyle Bennett .................................Craftware 1
Justin Dorsey .................................Craftware 1
Matthew Grzeslo ............................Crew Chf 3
Roy Hayden .................................Spray Tech Ld
Robert Jones, III ............................Craftware 1
Jesse Prissel .................................Crew Chf 3
Kevin Schnorr.............................Spray Tech Ld
Travis Vick ..................................Spray Tech Sr

Solid Waste
Amanda Smith ...............................Office Spec Sr

Utilities
Steven Beharry .........................Wtr/Wstwr Plt Oper Sr
Michael Butts ...............................Wtr/Wstwr Plt Oper Sr
Rajendra Ramtalhal ........................Util Maint Spec 1

Business Technology Services
Scott Davis ..........................................BTS Dir
Brett Davison ......................................Info Tech Analyst
Mark Silvernail .................................Mgr Info Tech

Clerk of the Circuit Court
David Aupeperlee, Jr .......................Prob Audit Spec
Dennis Dimovski .........................Asst Mgr Crim Crt Rcds
Katiah Fitzpatrick ..............................Crt Clk Sr
Stephanie Gibbons .........................Rec Spec 2
Natasha Kinsley ..............................Deptl Trng Spec
Victoria Martin ...............................Fis Rec Spec
Pamela Roberson ..............................Rec Spec Supv
Anthony Stillo ...............................Fis Rec Spec
Heather Thrippleton ........................Fis Opsn Spec

Forward Pinellas
Tina Jablon ......................................Exec Admin Sec

Human Resources
Meagan Decker ...............................HR Ofcr

Property Appraiser’s Office
Haley Braley ..................................PAO Appraiser 1
Kevin Campanaro ........................Dir Valuation Analysis & Supt

Supervisor of Elections
Sharon Lasseter-St John ....................Admin Supt Supv-CL
Christopher Markham .....................Admin Supt Supv-CL
Carriane McQuay ............................Admin Supt Supv-CL
Jeffrey Mendes .........................Admin Supt Supv-CL
Esther Weston .........................Admin Supt Supv-CL

Tax Collector
Andrea DiFonte ...............................Dep Tax Col
Corinne Fish ...............................Tax Col Aud Compl Spec

Pinellas Parler
Toastmasters
Sharpen your communication and leadership skills in a supportive setting with coworkers.

WHEN: 6:00 - 7:15 p.m.
1st & 3rd Wednesdays each month

WHERE: Marketing & Communications Bldg., Studio B, 333 Chestnut St., Clearwater

For more information please contact: Greta Finney, 464-8961 or gfinney@pinellascounty.org
## Welcome Aboard!

New employees listed are for April 2018.

### Board of County Commissioners

<table>
<thead>
<tr>
<th>Department</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Animal Services</td>
<td>Martha Andrews</td>
</tr>
<tr>
<td>Animal Services</td>
<td>Angel Hollinger</td>
</tr>
<tr>
<td>Animal Services</td>
<td>Christine Kulpa</td>
</tr>
<tr>
<td>Development Review Services</td>
<td>Karen McLaughlin</td>
</tr>
<tr>
<td>Real Estate Management</td>
<td>Thomas Hargett</td>
</tr>
<tr>
<td>Human Services</td>
<td>Petra Dvorakova</td>
</tr>
<tr>
<td>Management &amp; Budget</td>
<td>Shannon Mills</td>
</tr>
<tr>
<td>Parks &amp; Conservation Resources</td>
<td>James Ardes</td>
</tr>
<tr>
<td>Parks &amp; Conservation Resources</td>
<td>Melanie Hernandez</td>
</tr>
<tr>
<td>Parks &amp; Conservation Resources</td>
<td>Christopher Wilson</td>
</tr>
<tr>
<td>Planning</td>
<td>Joe Riddle</td>
</tr>
<tr>
<td>Planning</td>
<td>Nancy Beniamen</td>
</tr>
<tr>
<td>Planning</td>
<td>Frank Krasovic</td>
</tr>
<tr>
<td>Planning</td>
<td>William Ward</td>
</tr>
<tr>
<td>Planning</td>
<td>Michael Williams</td>
</tr>
<tr>
<td>Planning</td>
<td>Joshua Wilsey</td>
</tr>
<tr>
<td>Regional 911</td>
<td>Andrew Burke</td>
</tr>
<tr>
<td>Regional 911</td>
<td>Tracy Caraker</td>
</tr>
<tr>
<td>Regional 911</td>
<td>David Easter</td>
</tr>
<tr>
<td>Regional 911</td>
<td>Jasmine Kynion</td>
</tr>
<tr>
<td>Regional 911</td>
<td>Terri Kulick</td>
</tr>
<tr>
<td>Regional 911</td>
<td>Julie McCoy</td>
</tr>
<tr>
<td>Regional 911</td>
<td>Kathleen O’Brien</td>
</tr>
<tr>
<td>Regional 911</td>
<td>Zachary Milewsky</td>
</tr>
<tr>
<td>Regional 911</td>
<td>Evangelos Zagorianos</td>
</tr>
<tr>
<td>Risk Management</td>
<td>Manuel Santos</td>
</tr>
<tr>
<td>Utilities</td>
<td>Marcus Blackwell</td>
</tr>
<tr>
<td>Utilities</td>
<td>Charles Jeffries</td>
</tr>
<tr>
<td>Utilities</td>
<td>Noralvys Hancock</td>
</tr>
<tr>
<td>Utilities</td>
<td>Ryan Kinsler</td>
</tr>
<tr>
<td>Utilities</td>
<td>Sarah McCraw</td>
</tr>
<tr>
<td>Utilities</td>
<td>Kevin Tenk</td>
</tr>
</tbody>
</table>

### Clerk of the Circuit Court

<table>
<thead>
<tr>
<th>Department</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerk of the Circuit Court</td>
<td>Teresa Adkins</td>
</tr>
<tr>
<td>Clerk of the Circuit Court</td>
<td>Cara Duck</td>
</tr>
<tr>
<td>Clerk of the Circuit Court</td>
<td>Brittany Gray</td>
</tr>
<tr>
<td>Clerk of the Circuit Court</td>
<td>Jenniva Hernandez</td>
</tr>
<tr>
<td>Clerk of the Circuit Court</td>
<td>Westley Ibell</td>
</tr>
<tr>
<td>Clerk of the Circuit Court</td>
<td>Danielle Shibe</td>
</tr>
</tbody>
</table>

### County Attorney’s Office

<table>
<thead>
<tr>
<th>Department</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>County Attorney’s Office</td>
<td>Robinette Wilson</td>
</tr>
</tbody>
</table>

### Property Appraiser’s Office

<table>
<thead>
<tr>
<th>Department</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Property Appraiser’s Office</td>
<td>Elly Vazquez</td>
</tr>
</tbody>
</table>

### Supervisor of Elections

<table>
<thead>
<tr>
<th>Department</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervisor of Elections</td>
<td>Dustin Hinkle</td>
</tr>
</tbody>
</table>

### Tax Collector’s Office

<table>
<thead>
<tr>
<th>Department</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tax Collector’s Office</td>
<td>Kim Dubich</td>
</tr>
<tr>
<td>Tax Collector’s Office</td>
<td>Ashley Francois</td>
</tr>
<tr>
<td>Tax Collector’s Office</td>
<td>Michele Frye</td>
</tr>
<tr>
<td>Tax Collector’s Office</td>
<td>Bryon Jones</td>
</tr>
<tr>
<td>Tax Collector’s Office</td>
<td>Matthew Klank</td>
</tr>
<tr>
<td>Tax Collector’s Office</td>
<td>Frank Matzelle</td>
</tr>
<tr>
<td>Tax Collector’s Office</td>
<td>Shamekia Williams</td>
</tr>
</tbody>
</table>

### Utilities

<table>
<thead>
<tr>
<th>Department</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utilities</td>
<td>Marcus Blackwell</td>
</tr>
<tr>
<td>Utilities</td>
<td>Charles Jeffries</td>
</tr>
<tr>
<td>Utilities</td>
<td>Noralvys Hancock</td>
</tr>
<tr>
<td>Utilities</td>
<td>Ryan Kinsler</td>
</tr>
<tr>
<td>Utilities</td>
<td>Sarah McCraw</td>
</tr>
<tr>
<td>Utilities</td>
<td>Kevin Tenk</td>
</tr>
</tbody>
</table>

---

New Employee Orientation 4/9/18

New Employee Orientation 4/23/18
As the temperature rises, so do summertime scams. Whether you take a vacation or choose a staycation, here are a few scams to watch out for:

**Home repair scams:** Individual(s) shows up at your home unannounced, claiming he was doing work for a “neighbor.” He has leftover materials and can offer you a good deal on home repairs. Often times, they take your money without doing the work or do a shoddy job; costing you more money.

**Low price A/C check-ups:** You see an advertisement for a very affordable A/C check-up. After they do an inspection, you’re told that the unit needs hundreds of dollars in repairs or that it’s unrepairable and needs to be replaced; which will cost a few thousand dollars.

**Vacation rental scams:** The pictures and description are perfect, but is a real deal? Typically, they take your money without doing the work or do a shoddy job; costing you more money.

Protect yourself from getting burned by a scam with these simple tips:

- Avoid purchasing a product or service from someone who just shows up at your door unsolicited.
- Before hiring a contractor, get a few estimates, make sure they’re properly licensed & insured and research any complaint history.
- Avoid vacation rentals posted on free online sites. Instead, use a third party rental site that provides protection. If possible have a trusted source checkout the property for you.

For more information, to check the complaint history of a business, or to file a complaint, contact Pinellas County Consumer Protection at (727) 464-6200 or visit www.pinellascounty.org/consumer/tips.htm.
Employee and family news including kudos, weddings, births, graduations, memorials, and classified ads. Send your news to employee.communications@pinellascounty.org or call 464-5098.

Introducing...

Welcome Eivan Joseph Rouillard, pictured here with his brother Abram (5). This photos was taken at the hospital when the brothers first met. It was Abram’s first chance to hold his new little brother. Eivan was born April 20, 2018, at 8 pounds 3 ounces and was 20 inches long. Dad is Jared Rouillard (Fleet) and his mom’s name is Rhianna Rouillard. Dad says Eivan is a delight and has a laid back and very calm personality so far.

Elliott Thomas was born March 20, 2018. Elliott weighed 7 pounds 5 ounces and was 18.5 inches long. Proud grandfather (in the middle) is Speros Zanetos (Public Works). Mom and dad, Angelica and Jacob Holzhauser, and big brother, Frederick, live in New York.

Classified Ads

For Sale: Queen bedding set $50. Excellent condition, like new. Blue, brown & cream; includes comforter, bed skirt, 2 accent pillows, 2 Euro shams & 2 regular shams. Call or text (727) 460-7151

For Sale: Oreck vacuum and accessories. Plus Oreck XL bags for both. Asking $120. (727) 221-5401