Pinellas County Public Works: A Premier Organization

“This is a big deal ... and a lot of work.” ~ Doug Layton, Regional Director, APWA

At its August 7 meeting the Pinellas County Board of County Commissioners and the American Public Works Association (APWA) honored the Public Works Department with the presentation of the prestigious APWA Accreditation Designation.

“Pinellas County Public Works is one of the premier public works organizations in North America,” said Commission Chair Ken Welch. The accreditation formally recognizes that the department maintains high levels of performance and service to the public.

APWA Regional Director Doug Layton said, “This is a big deal and a lot of work ... your people are outstanding.” He went on to explain that there are 327 policy, practice and procedure statements all of which had to be formalized, scrutinized, improved where necessary, and then verified by APWA representatives. Furthermore Layton said, “What you did in 10 months it takes most [applicants] two years to achieve.”

The APWA found that six of the 327 statements will be held up as models for others across the continent to follow.

- The Public Works Strategic Plan
- The Public Works Emergency Response Plan
- The Urban Forestry Management Plan
- Stormwater and Vegetation Public Outreach
- Disease Surveillance through Sentinel Chicken Program
- The Traffic Signal Inverter Innovation (which won the Technical Innovation in a Time of Crisis Award from APWA – see June Pen, page 6)

There are four similarly accredited counties in Florida and 140 agencies (city and county) across North America.

Rahim Harji (Assistant County Administrator) thanked all of the people who worked on the project including those from other departments. He said, “Every corner of the department served this project.” In particular, Harji praised Jessica Jones (Management Analyst, PW). “She’s phenomenal. She chased down so many people to get this project completed.”

Ivan Fernandez (Division Manager, Customer & Technical Services, PW) added, “You need commitment from the Director to be successful.”

View interviews of members of the Accreditation Team put together by the Marketing & Communications Department. And congratulations to the many people who made this possible!
Maria E. Oliver, Disability Advocate
Human Services

I am a Disability Advocate for Pinellas County Human Services and often times I deal with clients who are facing a terminal illness.

A couple of years ago, I had a client who was facing such a fate and I went to his home to help him apply for Social Security benefits. While interviewing him, I noticed several pictures of a child in his living room and I asked him who he was. My client responded that he was his son who he had not seen in over 25 years because his ex-wife had taken him away without telling him and he did not know his whereabouts.

I did some research and I was able to find him. With the client’s permission, I sent him a letter and asked him to please call his father who was very sick.

My client not only received a phone call, but also a visit from his son.

My client was not perfect and I am not sure how much effort he put into finding his son before, but I do know he was able to walk his final path with a sense of peace and with the gift of hearing, “I love you Daddy” one last time.
Q. In regards to Funeral Leave, is a close blood aunt considered immediate family? It does not specify it in the HR language, but when reading the definitions of immediate family, it always includes aunts/uncles by blood.

A. The qualifying family members for which funeral leave may be granted is defined in Personnel Rule 4, and as you may have read, aunts/uncles do not qualify for use of administrative leave for funeral leave.

During the Personnel Rules review and changes a couple of years ago, there was much discussion regarding the family relationships to be included in the funeral leave portion of the rule. After much deliberation, the list was finalized. Although many employees have very close and personal relationships with other blood family members, not all were included for the application of the rule.

That being said, Paragraph I of Rule 4 does allow for administrative leave if the Appointing Authority deems such leave to be in the best interests of the organization. It would be a decision of your department to grant such leave in this case. Otherwise, an employee would be required to utilize leave from their leave bank to attend the funeral of an aunt/uncle.

Q. How much of a discount do we receive for a hotel? Is there a certain hotel we need to stay at to utilize the discount?

A. If you are referring to the employee discount program You Decide, Go to this web page and you will find more information and a link to the program. You’ll need to log in to get the information you seek.

New discounts have been recently added: Rescue Data Recovery Services, Active & Fit Direct, Billshark, Planet Fitness, Seaworld Parks & Entertainment, and VSP Individual Vision Plans. Be sure to check the site periodically for updates.

If you are referring to the Rosen Hotel Program for Phase 1 and 2 employees under evacuation order and required to respond, contact the Rosen Hotel directly. Prices vary from property to property.

Classification and Compensation Study: Our Top Priority

At the August 2 meeting of the Unified Personnel Board (UPB), Human Resources presented its Classification and Compensation Study implementation recommendations for the UPB’s action. The UPB tabled their vote on all items until the next meeting. All related implementation steps are on hold until the UPB takes action.

The materials and recommendations shared with the UPB can be found online.

Implementation of study recommendations is the top priority for Human Resources and the Unified Personnel System. The goals are to reach equitable and fair outcomes for Pinellas County employees. Human Resources continues to work together with the UPB, Appointing Authorities and the Employees’ Advisory Council (EAC) to keep the process moving toward a decision and swift implementation. We will keep you informed.

Keeping You Informed

Explore the Human Resources Website:
- www.pinellascounty.org/hr
- Benefits
- Employee Relations
- Health and Wellness
- Jobs/Career Opportunities
- Pay and Classification
- Retirement
- Training and Development

Read Our Publications:
- The Pen - employee newsletter - (monthly)
- To Your Health - employee wellness newsletter (monthly)
- Leadership Notes - newsletter for supervisors and subscribers (monthly)
- Retiree Connection - newsletter for retirees (quarterly)
- Volunteer Voice - newsletter for volunteers (bi-monthly)

Follow Us on Social Media:
- Facebook - PCGovCareers
- Facebook - PinellasVolunteers
- Twitter - PCGovCareers
- Instagram - PCGovCareers
- LinkedIn - PinellasCounty

Watch Our Videos:
- Two-Minute Tuesday - snackable information for employees (periodic)

Learn About the Latest Employees’ Advisory Council Activities:
- Employees’ Advisory Council

Stay Up-to-Date on Projects:
- Classification & Compensation Study

Read Our Reports:
- 2017 Annual Report
- 2017 Employee Voice Survey (semi-annual)
- HR Strategic Plan 2018-2020
Skin Protection

From UHC Health Topics

UV (ultraviolet) radiation, be it from the sun or a tanning bed, damages the structure of skin cells. To make matters worse, the thinning of the Earth’s protective ozone layer is believed to amplify UV radiation levels. Using sunscreen helps filter out most of these harmful UV rays.

Protect yourself

➢ During all outdoor activities, including gardening, playing sports, walking and jogging, as well as going to the beach, use sunscreen.
➢ Sunscreens work best when applied liberally to all exposed skin, about 20 minutes before sun exposure, and reapplied every two hours or after swimming or sweating.
➢ Don’t miss the backs of your hands, and don’t be fooled by an overcast day. UV light penetrates clouds and can still harm unprotected skin.
➢ In addition to sunscreen, wearing a wide-brimmed hat — and staying in the shade — offers added protection.

Choosing a sunscreen

Look for broad-spectrum products that protect against both UVA and UVB rays. And be sure they have an SPF (sun protection factor) of at least 15. Many experts recommend an SPF of 30 or higher.

Don’t use sunscreen on babies younger than 6 months old. Keep them covered up and in the shade instead. If staying completely out of the sun isn’t possible, use a small amount of sunscreen on exposed areas, such as the face and the backs of the hands. Be sure to read and follow the directions on the label. If you have questions, ask your doctor or pharmacist.

Learn the signs of melanoma, the most deadly form of skin cancer, using the ABCDE method.

DON’T DELAY!

Complete Your Biometric Screening and Health Survey

Why wait until the last minute? To get your 2019 health insurance premium discount, get your biometric screening and health survey completed now instead of rushing at the end of the year. United Healthcare covers the screening any time during the calendar year. There is no need to wait until the month it was completed in 2017. For more information, see the Biometric Screening and Health Survey FAQs.

Need Help with Rally?

There’s a handy Help Guide for Rally on the HR website, as well as a program overview.

Rally is a health and wellness website from United Healthcare which you use to complete your health survey. It can also help you get healthier with personalized health and wellness recommendations.

Remember, you must complete your health survey in Rally and complete a biometric screening by December 31, 2018, in order to earn the preferred health insurance premium for 2019. Otherwise you will pay $500 more for your health insurance premium in 2019.

Who Leads the Fitness Classes at the Wellness Center?

You do! For the most part it’s Pinellas County employees who volunteer. And we need certified Group Exercise Instructors right now. Interested in sharing your expertise, skill and talent? Help motivate employees to get fit, stay healthy and feel good! Lunch and evening openings are available. Various exercise formats are welcome including Zumba, abs/core, Pilates and cardio.

You must possess current certification and CPR/AED. Contact wellness@pinellascounty.org.
A Striking Time of Year
Contributed by Emergency Management

Florida is referred to as the “lightning capital of the country” because it has the most lightning strikes per square mile of any state in the U.S. With all of the people spending time outdoors, this is a dangerous designation for our state.

According to the National Weather Service, six people have been killed by lightning in Florida this year: on a beach, on the water boating, working on a farm, landscaping, mud bogging under a tree near a trailer, and cutting branches near trees.

When it comes to summer storms, we need to pay attention, plan ahead and use common sense. As soon as you arrive at the beach, golf course, park or other outdoor area, locate a safe place to shelter. There are usually rest rooms, clubhouses or other structures that will give you some protection. This is not being alarmist. It is being practical because sooner or later, a storm is likely to move through your area.

As County employees, we should already have locations identified, and vehicles nearby for our own safety. We can help keep our citizens safe by educating them about our weather, and warning them when dangerous conditions exist.

The message is simple enough:
When thunder roars, go indoors.

Some Common Myths

Myth: If you are outdoors during a thunderstorm you should seek shelter under a tree.
Fact: Being underneath a tree is the second leading cause of lightning casualties.

Myth: If you are caught outside during a thunderstorm, you should crouch down to reduce your risk of being struck.
Fact: Crouching doesn’t make you safer outdoors from lightning. (However, in the case of a tornado, you should find a ditch if possible, crouch and cover your head for protection.)

Myth: Rubber tires on a car protect you from lightning by insulating you from the ground.
Fact: Most cars are safe from lightning but it is the metal roof and metal sides that protect you, because when lightning strikes a vehicle, it goes through the metal frame and into the ground. It is not safe to be in convertibles, open-shelled outdoor recreational vehicles, cars with fiberglass shells or on motorcycles, bicycles or skateboards.

Myth: If you touch a lightning victim you will be electrocuted.
Fact: The human body does not store electricity. It is perfectly safe to touch a lightning victim to give them first aid.

Read more about lightning myths and facts at www.lightningsafety.noaa.gov/myths.shtml.

Employees who designated themselves as tobacco users during the 2018 Annual Enrollment period have been assessed the tobacco premium. This premium can be discontinued by completing a tobacco cessation program during 2018. However, there will be no reimbursements issued for past deductions. Additional information can be found by visiting the Tobacco Premium FAQs.

FLASH FACTS ABOUT LIGHTNING

Positive lightning is particularly dangerous, because it frequently strikes away from the rain core, either ahead or behind the thunderstorm. It can strike as far as 5 or 10 miles (8 or 16 kilometers) from the storm, in areas that most people do not consider to be a lightning-risk area.

Read more about lightning myths and facts at www.lightningsafety.noaa.gov/myths.shtml.
The Employee Suggestion Awards Program has been rewarding employees for their suggestions for almost four decades. And we’ve dressed 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.

How do you submit a suggestion? Complete the Suggestion Form.

For complete information on the program, visit the Suggestion Awards Program web page.

**B.E.A.S. Saves Lives**

*Emergency Management partners take emergency alerts to the streets*

*Contributed by Emergency Management*

Digital signs are displayed on roads throughout Pinellas County to advertise businesses, bring attention to services and provide information to the community. Now, these signs can help keep the community safe.

Thanks to the recently launched Billboard Emergency Alert System (B.E.A.S.), managers of electronic signs are partnering with Emergency Management and using their signs to alert travelers and pedestrians to important information, such as evacuations. We are also asking them to display monthly safety messages.

**How can our employees help?**

If you see an electronic sign that you think might be a good partner, let us know. You can email us at EMA@pinellascounty.org (please put BEAS in the subject line). We’ll keep track of the leads and recognize your success in future editions of the *Pen*.

You can find out more about the B.E.A.S. online at www.pinellascounty.org/BEAS.

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**ATTENTION RETIREES**

**Become an Election Worker**

**What positions are available?**

**Poll Workers**

Each poll worker is assigned to work at a specific polling location on Election Day. Poll workers must be available to set up their sites before the polls open and must remain at the polling place until after the polls close. Earn up to $255 each election, depending on your assigned position.

**Poll Worker Positions:**

- Clerk
- Ballot Distrib. Mgr.
- Assistant Clerk
- Machine Mgr.
- Precinct Deputy
- Inspector

**Pinellas County Poll Worker Requirements:**

- Be a registered or pre-registered voter in Pinellas County.
- Be able to read and write English.
- Attend the required poll worker training class or classes (based on position).

**Early Voting Workers**

Before all county, state and federal elections, the Supervisor of Elections staffs 3-5 early voting sites for voters who wish to cast their ballots prior to Election Day. Early Voting can begin up to 15 days before an election and last at least 8 days. Early voting hours range from 8-12 hours each day.

**Other Election Work**

The Elections Office relies on temporary election workers to help in our Call Center; open mail ballots; prepare for the post-election manual audit; verify candidate and initiative petition signatures; and perform other clerical tasks to support our elections.

Additional opportunities may exist for those election workers able to provide Spanish-language assistance.

**Apply online today!**

www.VotePinellas.com/Election-Worker

**Questions?** Call (727) 464-6110 or email PollWorker@VotePinellas.com.
You’ve been with the County for 20 years and you are a Transportation Technician 2 at Public Works. Why did you decide to further your education now?

The decision to further my education actually started years ago. As we all know life sometime throws curve balls and gets us off track. Between the hustle and bustle of raising a family I would take classes here and there, but being a parent raising kids I had to put it on the back burner for a while.

Then came the day when my youngest son graduated high school. It was the summer of 2016 and as he was preparing to go to college I made up my mind to finish my degree. I had applied for different positions within the County and kept coming up on the short end of the stick because I didn’t have a degree. With that being said I think it was a combination of opportunity, maturity and motivation/support from my children.

Better education equals better opportunities. I’m preaching to my kids to go to school to make it in this world, and I had to practice what I preached.

It’s difficult studying and working full time. How did you manage it?

It IS very difficult working and going to college, especially in the field that I am in. I work in the heat 8 to 10 hours a day and sometimes I have to work overnight. Not to mention having two kids in college trying to help them financially and morally. I manage because I keep God first in all that I do. I knew that if I continued to take steps in the right direction He would guide me the rest of the way. There were a lot of nights I only slept 4 to 5 hours, but I knew what was at stake and how rewarding it would be to not only walk across that stage but for my children to witness me accomplishing this goal while having a full plate. Determination, being humble, dedication, strength. It’s the hard work you do after you get tired of doing the hard work you already did.

You used the Tuition Reimbursement Program. Was the fact that the program was available part of your decision to go for a degree?

Yes, I used the Tuition Reimbursement Program and having this program helped me tremendously. With having two children in college as well, I needed all the help I could get and this was a big help. Not to mention the fact that I could get a free education was mind-blowing when I sit and think about it. To me the Tuition Reimbursement Program is an awesome benefit and I feel very lucky to work for a company that provides such a thing for its employees. Having such a program made it easier for me to decide to go back and finish my degree.

What are you going to do now? What are your hopes? Plans?

I hope to have the opportunity/chance to put what I have learned in college to use within the County. I truly believe that with 20 years of service and a degree, more doors will open for me now. My plans are to finish my Bachelor’s degree, continue to grow with the County and keep pushing myself to be not only a good person/mentor, but a good supervisor and manager one day. To apply for more opportunities, go for promotions and be confident that I have the necessary skills.

Tuition Reimbursement is available for exempt employees and for classified employees who have completed at least one year of permanent employment.

There are two steps:

1. You must submit a completed Enrollment Request form with your department head’s signature BEFORE taking the class. Allow at least ten days prior to the start date of the class.

   When you pay for the class, keep all receipts for registration, tuition and books.

2. If you pass the class with a grade of “C” or better for undergraduate courses, or “B” or better for graduate, then complete the Reimbursement Form and submit it with scanned copies of original receipts, the original Approved Memo, and the official grade report, in iExpense if available. If iExpense is not available, interoffice to Training, 400 S. Fort Harrison Ave., Room 430, Clearwater.

   The amount reimbursed may not exceed $2,800 in a fiscal year.

For information on how you can take advantage of the Tuition Reimbursement Program, view our web page. Questions? Call 464-3796.
OMB Receives Distinguished Budget Presentation Award for the FY2018 Budget

Recognized by the Government Finance Officers Association, the Distinguished Budget Presentation Award for FY18 was presented to the Office of Management and Budget at the July 17 BCC meeting.

Planning Department Awarded Technical Assistance Grant

Contributed by Rebecca Stonefield, Planning Department

In August 2018, the Planning Department was one of three communities nationwide awarded a technical assistance grant to receive coaching and guidance by the American Planning Association (APA) to incorporate health and equity policies into the comprehensive plan. The APA is a national organization, providing leadership in the Planning profession and providing support to communities through education and the advocacy of excellence in planning. Through this initiative, the APA is working with the Health Impact Project to help communities frame their comprehensive plans’ policies to improve health for its citizens, especially those who may traditionally face health inequities.

In terms of policy, “health” can be addressed through the built environment, or through healthy development patterns. Are people able to comfortably walk to their jobs or grocery store?

Is there access to doctors, hospitals and fresh food? Does the County address floodplain protection? Health is addressed through many issues that are covered by a comprehensive plan.

Applicants had to demonstrate their commitment to advancing equity in their communities as part of a comprehensive plan update process. The County’s Plan update, Plan Pinellas, incorporates eight guiding principles that support equity, including one that specifically addresses Healthy Communities. The Planning Department looks forward to working with the APA to further address health and equity as part of this important project.

The three selected communities will have access to APA’s assistance through May 2019, and will attend APA’s Policy and Advocacy Conference in September in Washington D.C., which will include a training session specifically for awardees.

FEMA Releases New Preliminary Flood Map for Pinellas County

From July 26 Pinellas County Press Release

The Federal Emergency Management Administration (FEMA) recently announced the release of updated, digital flood hazard maps that show the extent to which areas throughout the County are at risk for flooding. The new preliminary Flood Insurance Rate Map (FIRM) is based on updated coastal modeling and shows flood hazards more accurately than older maps.

The preliminary map is available to residents and businesses on the online Flood Map Information Service found at www.pinellascounty.org/flooding.* Property owners in unincorporated Pinellas County can call the Flood Information Services hotline at (727) 464-8900 to ask questions and get answers about the new flood map. Property owners within municipal boundaries should call their city.

The updated flood map allows property owners to make better financial decisions about protecting themselves and their property. The map also helps community officials, engineers, builders and others make important determinations about where and how new structures and developments should be built, making Pinellas County a safer place to live.

* For better results, consider using Google Chrome or Mozilla Firefox and enable pop ups.
Fairy Tale Beginnings for Furry Tails

By Season Groves, Pinellas County Animal Services

Wow! What a great month it has been for Animal Services! At the start of July nearly one hundred dogs awaited their forever homes. Many had been with us for ninety days or more. But summer is a time when many families are busy bonding, swimming, and vacationing. School is out and fun is in. It may not be the ideal time for some families to add a new fur ball.

At Pinellas County Animal Services (PCAS), we aim to change that and show that dogs and cats can make summer festivities even better. To beat the heat and highlight a favorite holiday (July 4) we reduced the adoption fees to $4. Dog and cat lovers responded – coming in droves to adopt.

Jo Jo started the celebration by landing on his little sister (in a loving way). A sweet gig with a dad who drove more than two hours to come get him. Jojo now spends his days hanging with the dog park crowd (yeah, he’s a little hoity-toity now) and picking on his little sister (in a loving way). His true passion lies in couch lounging and snacks.

What a hard act to follow – but we did it with Taurus, Titus and Johnny following suit and settling into their forever homes. Simba didn’t realize that he was a social media star until the day his special lady came to get him. She’d seen his pictures plastered on Facebook pages and couldn’t resist his smile.

Rocky, Selena, Stella and Peanut said their tail wagging goodbyes too. Peanut’s dad was drawn in by this Miss Congeniality. Definitely a shelter fave, Peanut took a piece of all our hearts when she followed her dad happily out the doors.

We even had people come from as far as Louisiana to adopt. That lucky dog was Astroid!

But the dogs can’t steal the whole show. Our cats pushed their snugly soft little faces into many a heart. Stella Bella was not the prettiest kitten in the kennels but her purrsdonality couldn’t be matched. Her new family was stunned by her and they even adopted a little brother to keep her company.

Then there’s the couple who couldn’t adopt for more than 30 years because their son was allergic to cats. Once their son headed out to grab life by the horns they came running to us and their empty nest was filled once again.

We always have those special cases that burn a little brighter in our memories. Little Oliver and Megaman are two of those.

Congratulations to the Newest Certified Public Manager

On July 19, Ross “Rusty” Walker (Program Manager, Animal Services) crossed the stage in Tallahassee to accept his CPM - Certified Public Manager designation, pictured here with Ben Green, the director of the Florida Center for Public Management at Florida State University.

Oliver was a scrappy not-quite-one-pound kitten who had a front leg just dangling. It was obvious that the half pint had a snapped bone but due to his size surgery was risky. We needed to get him big and brawny. His foster mom took to the task and he gained weight but his little leg became infected. Surgery was unavoidable. Our amazing medical team pulled Oliver through it and he is thriving with his foster mom who just can’t let him go. Once he’s cleared, she will adopt the little guy.

Then there is Megaman, a wise gentlecat who warms immediately to everyone. This 13-year-old was orphaned when his owner died suddenly. With no family to turn to, Megaman stole our hearts and that of his new mom. They looked beyond his little patch of gray and saw that even though he creaked a bit when he walked he held more for them than a young kitten ever would. They never looked back as they carried their treasure home.

All in all, 263 cats and dogs were adopted throughout the month of July! Staff and volunteers were astounded and so happy as we waved a bittersweet goodbye to many of our old timers. Time to turn our attention to August.

Now, how are we going to top July?
Upcoming Training Classes

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

Dealing with Difficult People
8/21, 8:30, Annex 429
How can you keep your cool while others are losing theirs? This course offers techniques for a practical approach to dealing with anyone who expresses anger or aggressiveness.
Believe it or not, you can stay calm, defuse conflict, and keep your dignity. We’ve all been there trying valiantly to reason with an incredibly difficult person. The situation proves frustrating, maddening, and sometimes even frightening.
The truth is, you can’t reason with an unreasonable person. However, there are proven techniques to better manage such dicey situations.

Budget 101
9/5, 1:00, Studio B
The Board of County Commissioners (BCC) Strategic Plan includes a strategy to “Be responsible stewards of the public’s resources.” This 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.

Problem Solving/Decision Making
9/13, 8:30, Swisher 211
Problem solving and decision making belong together. You cannot solve a problem without making a decision. There are two main types of decision makers.
This course is designed to help participants explore the best practices for problem solving and decision making.
It demonstrates how effective problem solving and decision making can benefit leaders, their employees and the entire organization.

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

Tech Bits

BTS Operations Center

Computer Video Tutorials

Are you a new employee trying to navigate the County’s password requirements or OPUS? Are you someone who would like to know some County computer tips and techniques to make your workday more efficient?

BTS (Business Technology Services), an HR partner, has multiple, short, easy to follow video tutorials that could help with some of the most common questions for new employees and seasoned veterans.

Topics include:
- Using the Password Portal
- OPUS: Submitting a Timecard and Submitting a Leave Request
- Adding a Network Printer
- Resetting Your Voicemail Password
- Accessing County WiFi on Mobile Devices (Android and Apple)

Click here to discover this helpful video collection.

If you are presented with a choice between “Active Directory” and “Enterprise”, choose “Active Directory.”

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.

Pinellas Parler

Toastmasters

Sharpen your communication and leadership skills in a supportive environment.

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
The registration deadline (September 21) is just over a month away. Have you registered yet? It’s easy and it’s free. Just visit the Art Show web page and click on Register now.

You have until October 9 (the date artwork is to be brought in) to complete your artwork and get it ready for display. Please make sure your artwork is ready to hang when you bring it in. It should be framed or mounted on hardboard with wire or hanging brackets securely attached to the back.

If your artwork is three-dimensional, you are responsible for providing display items needed. For example, a pedestal for a sculpture or a mannequin hand for a ring.

View our Guide to Preparing Entries.

SPONSORED BY THE NATIONAL ARTS PROGRAM

Register your artwork by September 21, 2018.

www.pinellascounty.org/hr/artshow
SERVICE ANNIVERSARIES

35 YEARS

Phyllis Brown
Tax Collector’s Office

Orion Morgan, Business Technology Services
Shara Stubbins, Human Resources

20 YEARS

Unavailable for Photo

Pamela Frazier
Utilities

30 YEARS

Patrick Ondeyko, Clerk of the Circuit Court, Ruth Ann Morton, Clerk of the Circuit Court

15 YEARS

Patrick Carroll............................................................... Airport
Jaclyn Dallman..................................................Human Services
William Jackson.................................................................Utilities
Wanda Stanek..................................................Tax Collector’s Office

10 YEARS

Colin Camus..............Business Technology Services
Kalotta Peterson...............Tax Collector’s Office
Mary Stevens.............................Tax Collector’s Office

5 YEARS

Danielle Batt .........Development Review Services
Leena Delli Paoli.............................Clerk of the Circuit Court
Debra Eggleston.............................Clerk of the Circuit Court
Rebecca Glazer.............................Property Appraiser’s Office
Angela Hagedus.............Clerk of the Circuit Court
Felicia Henderson.............................Human Services
Ervin Hilliard.................................Solid Waste
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
Latrice Robinson..............................Human Services

3 YEARS

Matthew Bellefeuille.................Public Works
Lisa Brandes.........................Human Services
Robert Butler.................................Utilities
Brenda Coleman.............Property Appraiser Office
Dylan Connelly.......................Business Technology Services
Azra Day........................................Tax Collector’s Office
Ekaterini Gerakios-Siren..............Human Services
Rawn Godwin............................Real Estate Management
Daniel Johnson.................................Public Works
Peter Lundy.................................Public Works
Nabeeah McGill.................................Utilities
Michael Morgan.................................Public Works
Nikolas Papadopoulos...............Public Works
Peter Pruet.................................Public Works
Anita Russell.................................Human Services
Ovais Syed..............................Business Technology Services
Edwina Tate..............................County Attorney’s Office
Christina Toliver..........................Human Services
Sean Welch.................................Public Works

The Pen
Retirements

**Over 35 Years**

Sheri Lovely
Project Coordinator - Technical
Utilities, Water Quality

**Over 24 Years**

Rashida Montgomery
Records Specialist Supervisor
Clerk of the Circuit Court

**Over 30 Years**

Catherine Meile
Court Records Specialist 2
Clerk of the Circuit Court

**Over 22 Years**

Sandra Wilson
Project Management Specialist 1
Parks & Conservation Resources, South District

**Over 17 Years**

Denise Payne
Work Planning Coordinator
Utilities, Engineering

**Over 9 Years**

Hilda Baker (Stratton)
Office Specialist, Senior
Supervisor of Elections Office

Retirees Unavailable for Photo

Over 31 Years Deborah Schuster, Information Technology Analyst, Business Technology Services, Kimberly Byle, Computer Systems Specialist, Property Appraiser’s Office

Over 17 Years Cynthia Even, Accounting & Finance Specialist, Tax Collector’s Office

REPCO News

REPCO’s September 10 lunch meeting starts at 11:30 a.m. at Applebee’s Restaurant, 5110 East Bay Drive in Largo. A representative from the Pinellas County Office of Management and Budget will join us to provide a presentation on sources of tax revenue and how the money is spent. 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!

Our members asked, we listened. Our Pinellas FCU Mobile app is here! Download it today and enjoy the convenience and security of WebConnect Online Banking, right from your cellular device. View account balances, deposit checks, transfer funds, find Pinellas FCU ATMs and more – on your schedule – anytime, anywhere. For more information about this and other Pinellas Federal Credit Union services, call Member Services at (727) 586-4422. We appreciate your business! Thank you for making us “Your Primary Financial Institution.”
Promotions

Promotions listed are for July 2018.

Board of County Commissioners

Contractor Licensing
Russell Cowper ........................................... Admin Supt Supv
Todd Myers ........................................... Mgr Constr Licensing

Human Services
Sara Gordils ........................................... Plan Section Mgr
Daisy Rodriguez ........................................... Dir Hum Svcs

Office of Technology & Innovation
Kelli Hamilton ........................................... Admin Sec

Parks & Conservation Resources
Jolanda Jordan ........................................... Dept Admin Mgr

Public Works
Ray Dacres ........................................... Plan Tech
Timothy Hellijas .................................... Opns Field Coord Sr
Amber McGill ........................................... Proj Mgmt Spec 1
Robert Wright ........................................... Land Surv Tech 3

Real Estate Management
Gary Phillips ........................................... Trades/Fld Svcs Supv

Safety & Emergency Services
Andrea Jordan ........................................... 911 Pub Safety Ctr Supv 1
Sandy Stoinski ........................................... 911 Pub Safety Ctr Supv 1

Utilities
William Cipoth ........................................... Util Maint Spec 1
Travis Coble ........................................... Util Maint Spec 1
Alex Flake ........................................... Elec/Mech Tech 1
Jason Jones ........................................... Util Maint Spec 2

Business Technology Services
Michael Dawson ........................................... Info Tech SME

County Attorney’s Office
Ashley Donnell ........................................... Asst Co Atty 2

Clerk of the Circuit Court
Kimberly Addison ........................................... Exec Asst
Natasha Bunch ........................................... Rec Spec 2
Brant Flowers ........................................... Fis Rec Spec
Linda Magnuson ........................................... Exec Asst
Latisha Satcher ........................................... Fis Rec Spec

Property Appraiser’s Office
April Liebling ........................................... Prop Rcds Tech

Pets of the Month

Contributed by Season Groves, Pinellas County Animal Services

Raisin
2 year old Tortoiseshell female

Raisin is as sweet as the snack fruit she earned her name from. This girl has big sultry yellow eyes which perfectly show her adoration for her special human. Raisin is a friendly girl, full of life and really enjoys playing.

Toro

No need to travel all the way to Pamplona, Spain to run with the bulls – we’ve got one waiting for you right here. Although, you’re more likely to be met with sloppy kisses than horns. Toro is a tall, shiny, easygoing fellow that’s content to chase tennis balls and be your shadow. A social butterfly, this handsome hunk sits and speaks for treats and appears well housebroken.

Adopt one or both of these beauties, fully vaccinated, spayed, microchipped and more from Pinellas County Animal Services at 12450 Ulmerton Road in Largo. View more adoptables at www.pinellascounty.org/animalservices/Adoption_Center.htm.
### Welcome Aboard!

New employees listed are for July 2018.

#### Board of County Commissioners

**Airport**
- Christopher Pena ......................................... Electrician

**Ambulance Billing**
- Sallyanne Cochran ....................................... Admin Supt Spec

**Contractor Licensing**
- Cheryl Lawrence .......................................... Office Spec
- Brian Reeves ............................................. Contract Cert Fld Invest
- Albert Sumner .......................................... Contract Cert Fld Invest
- Andrea Wagner .......................................... Contract Cert Fld Invest

**Parks & Conservation Resources**
- Kathleen Kendall .......................................... Office Asst
- Elizabeth Snyder .......................................... Proj Mgmt Spec 1
- Michael Stoddard ........................................ Park Rngr 1

**Public Works**
- Xavier Jones ............................................... Spray Tech
- Jeramy Kapfenstein ....................................... Maint 2
- Paul Plourde .............................................. Maint 1
- Angelo Quondamatteo ..................................... Maint 1
- Kirsten Welch ............................................. Admin Supt Spec
- Casey Yazel ................................................ Tree Trimmer

**Real Estate Management**
- Justin Elsasser ............................................. Craftwkr 2
- William Grabo ............................................. Prof Eng 1

**Utilities**
- Cierra Chin ............................................... Cust Svcs Spec
- Marizol Garcia ............................................ Prog Coord
- Fabiola Guillen ............................................ Cust Svcs Spec
- Joel Kelsey ................................................. Prof Eng 2
- Michelle Santos ............................................ Cust Svcs Spec

#### Business Technology Services

- James Munro .............................................. Chf Info Tchnlgst
- April Rosier .............................................. Info Tech Analyst

#### Clerk of the Circuit Court

- Tara Kennedy ............................................. Rec Spec 1
- Dawn Norris .............................................. Fin Opns Tech

#### Property Appraiser’s Office

- Megan Frazer ............................................. Prop Rcds Asst

#### Tax Collector’s Office

- Riani-Lee Belles .......................................... Office Spec
- Jordan Campbell .......................................... Office Spec
- Kassavia Cobb ............................................. Office Spec
- Terri Eayrs ................................................. Office Spec
- Melody Noell ............................................. Office Spec

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*New employee orientation July 9*

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*New employee orientation July 23*

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**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.
Create Sustainable Solutions
Vision • Innovation • Collaboration

This summer, be active and explore Pinellas County’s nearly 3,200 acres* of parklands!

Check out our Fitness Zones and remember to bring your reusable water bottle to stay hydrated!

*Information from Trust for Public Land

THE RECORD KEEPER

New Box Storage

New box storage is picked up by Records Management staff the second and fourth Friday of each month from offices located in downtown Clearwater. Boxes for pick up should be entered into the Oracle Records Management System no later than Thursday at 2:00 p.m. the week of pick up.

Locations outside of downtown Clearwater should send their new box storage via interoffice mail after boxes are entered into the Oracle Records Management System. An address label for our location should be taped to each box lid for delivery.

If you have any questions or need assistance, please contact Michele Koehler in Records Management at (727) 453-3038.

CONSUMER CORNER

Child Identity Theft

Have you or a family member fallen victim to identity theft? What about your children? Children are targeted by identity thieves because they have no credit history. Once a child’s identity is stolen, it could be years before the crime is detected. In 2017, the Federal Trade Commission received 13,852 identity theft complaints involving children and teens ages 19 and younger. Often the thief is someone close to the child, who would have access to their personal information. With the child’s social security number and date of birth the thief can apply for loans or government benefits, open bank accounts, credit cards or even utility service. A child’s credit is rarely monitored, so until the child is old enough to apply for credit themselves the crime is usually not discovered. By then it’s nearly impossible to repair all the damage that has been done. Here are a few tips on how to protect your child’s identity.

▶ SECURE—Keep your child’s personal documents (birth certificate, social security card, passport) in a secure place.

▶ REQUEST—Contact the three major credit bureaus (Equifax, Experian & Transunion) to request a copy of the child’s credit reports. Don’t wait, check your child’s credit report now. If they have fallen victim, you can take the necessary steps to repair the damage before it’s too late.

▶ FREEZE—Place a credit freeze on your child’s credit reports, so that no one can open credit in their name. The freeze can be lifted when they are old enough to apply for credit.

▶ REPORT—Immediately report any fraudulent activity on your child’s credit report to the credit reporting agencies and file a police report. Identity theft is a crime.

For more consumer tips, to check out 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 Emrys Odin Davis who was born July 16. He weighed 7 pounds and was 21 inches long. Emrys is the first child for Brian (Court Technology) and Rebeca Davis.

Welcome Marley Quinn Dowie who was born June 29. She weighed 8 pounds, 1 ounce and was 21 inches long. Welcome by Dale and Erin Dowie (OMB) along with big brother Sully Thames.

Paying It Forward: LJ Wood

Pinellas County employee LJ Wood (Stormwater & Vegetation) recently made the news for doing a good deed. She purchased and donated a thrift store motorized wheelchair to a stranger in need.

Jason, a hit-and-run victim, survived an accident but his motorized wheelchair was destroyed. LJ saw the story on the news and knew how much he needed a replacement. See her inter view and the rest of the story on WFLA.

Thanks for inspiring the rest of us to pay it forward, LJ!

Gone but not Forgotten

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

Kathleen Duke Carson, 76, passed away July 14. She retired from Civil Case Operations after 18 years of service. She is survived by a daughter and a grandson. Her obituary may be found online.

Elizabeth "Jane" Jensen, 86, passed away July 22. She retired from the Traffic Court in 1995. She is survived by a daughter and many nieces and nephews. Her obituary may be found online.

Andrew Kopp, 77, passed away July 11. He retired from the Building Department in 2006. He is survived by his wife, son, daughter, and two step daughters. His obituary may be found online (www.dignity memorial.com).

Bernard Wojtasik, 75, passed away July 26. Previously employed with the Sheriff’s Office and also a decorated Army veteran, he retired in 2013 from the Airport as Airport Operations Supervisor after 19 years of service. He is survived by his wife, son, daughter, brother, two sisters, and four grandchildren. His obituary may be found online.