



“It Has Been An Honor and a Privilege”

~ Mark Woodard

County Administrator Mark S. Woodard is retiring from Pinellas County Government after 30 years of service. The Pen asked him to share some recollections and possibilities for the future.

What accomplishments are you most proud of in your time working for the County?

We have accomplished so much in my 30 years here that it is hard to pick just a few. Notable are the preservation of park and preserve land for future generations, the passage of the original Penny for Pinellas and three successful extensions, the establishment of a unified public safety radio system and the list goes on.

My last five years as County Administrator have been particularly gratifying. We have worked together to unleash the power and potential within each of us: The desire to *Do Things!* to serve the public and our customers. Also, because we believe that *With Partners We Can*

Do More!, today, relationships with the cities, not-for-profits and others in the community are better than ever.

The ultimate measure of our success can be found in two areas: the public’s trust and confidence in us has skyrocketed to over 90% this year and our citizens gave an overwhelming show of support for the Penny IV extension - an unprecedented 83%.

Sometimes, though, the things that seem small are the ones that have the most impact. I am extremely proud of the Pinellas County Employee Choir and our new traditions of recognizing our monthly *Doing Things!* awardees, the annual all-hands meeting at the Trop and, of course, our Spring picnic at Sand Key Park.

Tell us one of your first memories of working for Pinellas County – what it was like then?

Contrary to what some may think, dinosaurs did not roam the County! Like many employees, I started at the bottom of the department as an entry level Budget Analyst. It was a different world: No Internet, no iPhones, no social media, no email. Back then, we spent more time talking to one another and having face-to-face interactions. While the world has changed, one thing has remained constant — our shared vision: To Set the Standard for Public Service in America.

Continued on page 2.



Annual Enrollment 2019

Benefits Annual Enrollment November 1 to 14

Annual Enrollment for the 2019 benefit year begins Thursday, November 1 and will end Wednesday, November 14 at 11:59 p.m. All employees must enroll through OPUS even if you have no changes to your current coverage. This includes those who opt out and new hires. If you do not enroll through OPUS, you will be considered a tobacco user and subject to a \$500 annual tobacco premium.

Plan administrators remain the same in 2019 including United Healthcare, Cigna, Davis Vision and Express Scripts.

During the enrollment period, you will be able to log into OPUS from work or home to enroll. Once logged in, select

PIN Employee Self Service, select *Benefits*, and then *Benefits Enrollment*. If you need help enrolling or have questions, call Employee Benefits at 464-4570.

Health Premiums

Health premiums will increase about 8% for 2019, due to rising health care and prescription costs.

Your employer (Appointing Authority) continues to pay the bulk of the cost of your healthcare. The cost share percentage remains the same this year — you

Continued on page 4.

Employee Biweekly Health Premiums*		
Coverage	2018 Premium	2019 Premium
Employee Only	\$10.45	\$11.27
Employee and Spouse or Domestic Partner	\$120.61	\$130.10
Employee and Child(ren)	\$96.22	\$103.80
Family	\$197.61	\$213.17

*The same premiums apply to the Point of Service and Consumer Driven Health Plans. The premium includes medical care, prescription coverage, Employee Assistance Program (EAP), managed mental health, and vision care.

Mark Woodard, continued from page 1.

What would you like to say to your employees?

Over the last three decades, we have been through a lot together: Boom times, the Great Recession, hurricanes, droughts and a host of other challenges. Through all of this, we have always placed the interests of those we serve above all else. I am incredibly proud of each and every one of you. It has been an honor and a privilege to serve alongside you. Keep *Doing Things!*

What one piece of advice would you give to new employees?

As a young Pinellas County employee, I learned early on the great value of education. The County offers so many opportunities to better yourself through training, tuition reimbursement and mentorship programs. If you started at the County with a high school diploma or GED, pursue an Associate's Degree; if you have a Bachelor's Degree, pursue a Master's Degree. If colleges and universities are not for you, pursue technical training and certifications. Put in the extra work to improve yourself; it will open so many doors for you in the future. And, when the door opens, do not hesitate, run through it!

What do you plan to do after you retire?

First and foremost, I will continue to do whatever my wife tells me. After 31 years of marriage, I know that the quality of my day depends upon this!

For nearly 40 years, I have worked to serve the public. It is what I know and enjoy. With a less demanding work schedule, I want to be more involved in community service. I have already joined the Board of Trustees of the Tampa Bay History Center as a way to give back.

Also, I plan to take some time to evaluate opportunities to continue serving in other ways. Perhaps being a resource or leader to help turn-around troubled organizations. However, whatever I do, I know that I will never serve with another team like you.

The Pen



September's Question of the Month

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

I worked 36 years in the Property Appraiser's Office, now retired for 5 years. The one piece of advice I would give to new employees would be to treat every day at your job as if it was your first day on the job.

Rick Smetana
Director, South Branch Office Property Appraiser Retired

Identify and bond with a mentor that fits the positive culture of the organization, be willing to question the "status quo" and champion organizational change.

Fred Dean, Retiree

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14-15	EXTRA including BLOOD DRIVES

October's Question of the Month

Do you volunteer? What's it like for you?

Complete [online](#), email to employee.communications@pinellascounty.org or send to the hard copy address below.

"In Our Own Words" is a place for employees and retirees to send in your stories. You pick the topic! We'll take your submissions any way you'd like to send them—from an Outlook message to a handwritten note. Please keep it to no more than three paragraphs. All pieces will be reviewed and may be edited.

Online, you can complete a quick and easy [Story Idea Form](#).

Emails may be sent to Employee.Communications@pinellascounty.org.

Hard copies may be sent via interoffice mail to Human Resources Communications, 4th floor, 400 S. Fort Harrison Ave., Clearwater.

Please be sure to include your name, department/location, and a way to reach you.



Q. I think many of us who make the midpoint or more are pretty upset by the outcome of the Evergreen study. How come those of us who make the midpoint or higher didn't get a bump in pay if our job classification got a bump in the pay grade? Shouldn't the whole job classification get the bump in pay?

By giving the bump to those who make the bottom to midpoint of a pay classification, it will help them catch up more quickly with those of us who've been here for years. They'll reach certain pay rates much sooner than us "old timers." The outcome of this has created low morale and has made many of us long time employees angry. I personally don't feel I'm valued. And many of my coworkers feel the same.

A. We ask employees to recognize that addressing compensation issues is a multi-year process — and we're not done yet. Phase 1 of the Evergreen study implementation (effective 9/16/18) focused on adjusting pay rates to ensure that all Classified employees are compensated competitively as compared to the County's public sector peers.

These recent pay "bumps" or adjustments were targeted to Classified positions that were **found to be compensated behind market rates**. Pay "bumps" were not given to individuals already compensated at or above the midpoint of the pay range because **the midpoint of the pay range reflects the fair market rate** for an individual with full competence in performing the job. That's the first step.

Phase 2 will be developed and implemented during FY19 and will likely focus on addressing Exempt classifications and pay grades as well as pay compression issues for both Classified and Exempt positions.

The Pen

A monthly publication by the
Pinellas County Human Resources Department
EDITOR: Mary L. Sault

Would you like to put something in the Pen?

Let us know by the first of the month.

And be sure to include photos!

employee.communications@pinellascounty.org

Q. Merit pay - what is it and how will it work? Is this another way of not giving raises? The new pay and classification didn't, and coworkers that have less years than I do earn just as much. Or they are at the midrange and don't do any more than they have to and complain about what they are doing. What incentive does this give me to step up and do more?

A. Merit pay is on the minds of many employees, particularly those that have been around since before the Great Recession. There is no plan at this time to implement a comprehensive merit pay process across the UPS. **Appointing Authorities have determined that, before funding a general merit increase program, funding should be allocated to ensure that employees are compensated in line with competitive market rates.** Also, in accordance with [Personnel Rule 3.C.1](#), Appointing Authorities may award Special Merit Increases to individual employees at any time at their discretion.

The Unified Personnel System values and appreciates employees that have dedicated many years of service to the County. Employees accrue greater amounts of annual leave with years of service. A Classified employee with 10 years of service accrues 64 hours/year more than a new employee; and those with 20 years of service accrue 112 hours/year more than a new hire. For employees participating in the Annual Leave Exchange Program, up to 160 hours of annual leave can be exchanged for deferred compensation or cash. For an employee making \$40,000 per year, that can turn into over \$3,000 towards retirement or cash in your pocket.

We ask employees to recognize that addressing compensation issues is a complex and multi-year process, and HR is working with Appointing Authorities to develop an approach that will continue to move us toward fair and equitable pay for all.

To address the question, "What incentive does this give me to step up and do more?", being suitably rewarded for one's efforts is an important part of job satisfaction, along with feeling our work is important and valued, benefits, and career growth opportunities. Employees have strongly indicated that the things they like most about working for Pinellas County are the benefits offered, job security, serving the public, and their coworkers. Human Resources is committed to engaging employees and departments to increase employee job satisfaction and sustain or improve areas where employee satisfaction is high.

Classification & Compensation Study Update

As part of Phase 1 implementation, approximately 950 Classified employees received pay increases effective September 16, 2018, to address classifications determined to be "behind market," to ensure pay rates were raised to the minimum of the new pay grades, and to address resulting compression.

525 employees submitted Secondary Review Requests to Evergreen Solutions. Evergreen is currently reviewing the requests and will provide results to Human Resources toward the end of October. After HR reviews the results, employees will be individually notified by email of the results. *(NOTE: Evergreen Solutions, located in Tallahassee, has been impacted by Hurricane Michael. This is likely to delay the results of the secondary reviews. At press time, the timing of Evergreen deliverables remains uncertain.)*

Employees who were affected by downward reclassifications

(decrease in pay grade maximum), and who requested a secondary review from Evergreen, will be eligible for further appeal of the classification decision. Information will be shared with eligible employees when they receive the results of Evergreen's secondary review. (See [Appeal Procedures](#).)

Phase 2

Phase 2 of the Classification and Compensation Study will be developed and implemented during FY19 and will likely focus on addressing Exempt classifications and pay grades as well as pay compression issues for both Classified and Exempt positions.

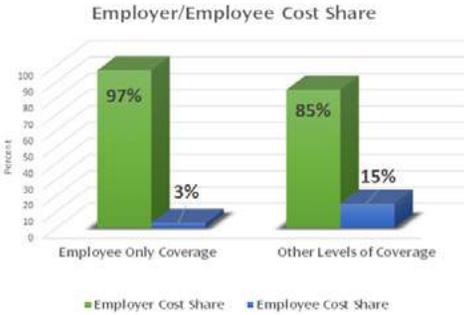
Evergreen Solutions has provided recommendations for pay policies including those related to career ladders and pay for performance. These will be considered by Human Resources and the Appointing Authorities.

More information will be shared in the coming weeks.

YOUR TOTAL REWARDS

Health • Wellness • Retirement • Compensation

Annual Enrollment, continued from page 1.



pay 3% and your employer pays 97% of the total cost of employee only coverage. If you have another level of coverage, you pay approximately 15% and your employer pays approximately 85% of the cost.

Tobacco Premium

You will be required to attest to your tobacco use. Employees who indicate that they have used tobacco products at least once a week in the past three months will be subject to a \$500 annual tobacco premium beginning in April 2019. Employees who indicated they use tobacco products but complete a cessation program between August 1, 2018 and March 31, 2019 will not pay the premium.

Opt Out

Employees who choose to “opt out” of health plan coverage because

they have alternate coverage (such as a spouse’s policy) will need to complete a new Opt Out Affidavit, available during Annual Enrollment.

Domestic Partner Coverage

Employees who wish to cover a domestic partner and his or her child(ren) should review the FAQs and complete the necessary documents. Submit a completed Affidavit of Domestic Partnership, Certification for Dependent Tax Status, and documentation of joint responsibility to Employee Benefits by the end of the enrollment period.

Life Insurance

Rates for employer provided basic employee life insurance, supplemental life insurance and dependent life insurance are increasing due to claims experience. We will publish the new rates when they become available.

Out of Pocket

Employees may still use manufacturer coupons to reduce their cost for prescriptions. As of January 1, 2019, the funds paid on a member’s behalf because of a coupon will no longer count towards an employee’s deductible or out-of-pocket maximum.

Please watch your email and your home mailbox, view and bookmark the [Annual Enrollment web page](#), and read *The Pen* for updates.

Group Quit Tobacco Cessation Programs - Sign Up Now!

Six new Tobacco Free Florida Group Quit six-week classes have been scheduled. You must attend at least 5 of the 6-part series to have the tobacco premium waived. You may be eligible to receive four weeks of free nicotine patches or gum, if medically appropriate. Call (813) 929-1000 to enroll in one of these classes.

- **Mosquito Control**, Wednesdays, 7:00 a.m. started Oct. 10 – Nov. 14, 2018. *It's not too late to register - as long as you complete 5 classes.*
- **Public Works**, Mondays, 7:00 a.m., starting Oct. 15
- **Printing Services**, Thursdays, 10:30 a.m. starting Oct. 18
- **South GMD**, Thursdays, 7:30 a.m. starting Oct. 25
- **Justice Center**, Wednesdays, 1:00 p.m. starting Oct. 31
- **Keller Water Treatment Facility**, Tuesdays, 7:00 a.m. starting Nov. 6

Get more information on these and other [tobacco cessation options](#) and view the [Tobacco Cessation FAQs](#).

You may request a series of six on-site classes at your worksite, with a minimum of 3 participants. Contact the [Wellness Department staff](#) for more information.



The Pen

Florida Retirement System (FRS) Webcast Videos Available

Click on the link below then the *Launch Presentation* button to start the video.

Using the FRS to Plan for Your Retirement
www.myfrs.com/Workshop.htm#tabs-A

Investment Planning
www.myfrs.com/Workshop.htm#tabs-E

Nearing Retirement in the FRS
www.myfrs.com/Workshop.htm#tabs-B

Protecting Yourself and Your Loved Ones
www.myfrs.com/Workshop.htm#tabs-C





Employees' Advisory Council Pinellas County
 UNIFIED PERSONNEL SYSTEM
 to continually improve the Pinellas County classified employees' quality of work life

EAC Nominations are Due Tomorrow

This is your opportunity to nominate yourself or someone else as an Employees' Advisory Council (EAC) Representative. EAC Representatives advocate for you and your coworkers to the Personnel Board and the executive level decision-makers.

Candidates are required to have been a permanent employee in the classified service for at least one year, and management approval is required to run for election.

If you are a classified employee working in one of the following areas, nominations for your EAC Representative are due tomorrow, October 16th.* [Here is the nomination form.](#)

Each year, half of the Representatives' positions are up for election, so if your area is not listed, you'll

have an opportunity to participate next year. Please note that last month's Pen listed BCC Group 8 but that group will be part of next year's election.

The Employees' Advisory Council serves in an advisory capacity to the Unified Personnel Board concerning personnel matters, policies, rules, and regulations affecting employees. The EAC plays a vital role for employees and management at Pinellas County to facilitate working together and discussing issues, solutions and accomplishments for the benefit of all involved.

Visit www.pinellascounty.org/hr/eac to learn more about the EAC. To find out the name of your current EAC Representative, see www.pinellascounty.org/hr/eac/pdf/rep-del.pdf.

For more information, contact Charles Toney, EAC Chair, at 582-2382 or by email at ctoney@pinellascounty.org.

**Extended from October 15th.*

BCC Group 3	Public Works
BCC Group 4	Utilities Field Services, Dunn, Keller, Logan, South Cross
BCC Group 5	Animal Services, Emergency Management, Human Services, Safety and Emergency Services
BCC Group 7	Parks and Conservation Resources
Clerk South	Criminal Court Customer Service, Criminal Court Records, Clerk's Customer Information Center, Court Assistance/Jury Services, Records Management, St. Petersburg Branch, Tyrone Branch
Tax Collector	All classified employees at the Tax Collector's Office
Other Appointing Authorities	Business Technology Services, County Attorney, Forward Pinellas, Human Resources, Human Rights



We have partnered with Big Brothers Big Sisters of Tampa Bay School to Work Mentoring Program to provide one-on-one mentoring in the workplace for high school juniors and seniors to help improve graduation rates. Our employees met their "Littles" in September and are excited to embark on this innovative workplace-based mentoring initiative. #WherePinellasWorks

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](#)
- Twitter - [VolInPinellas](#)
- Instagram - [PCGovCareers](#)
- LinkedIn - [PinellasCounty](#)

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](#)

The Pen

Know Before You Vote: Amendments 1 & 2

Contributed by Sandy Leggett, Property Appraiser's Office

Property Appraiser Mike Twitty and his staff have created an online tool and educational videos to help you learn the facts before you vote November 6 on Amendments 1 & 2. Depending on the outcome of the respective votes, these Amendments have the potential to benefit or adversely impact homeowners, renters, businesses and local government.

Amendment 1

Amendment 1 relates to an additional \$25,000 of Homestead Exemption for homestead owners with an assessed value over \$100,000. However, it is important to point out that simply having homestead exemption does not mean one's property qualifies. In fact, over 40% of Pinellas homestead properties do not qualify for this additional exemption. This is because assessed value is typically lower than market value due to the Save-Our-Homes cap.

To learn more, [watch this video](#) (scroll down and press play). Then homeowners can find out if they will qualify/benefit using our online estimator at www.3hxestimator.org.

A **Yes vote** would result in a savings for qualifying homeowners

but less funds available to local government, assuming no millage changes. Taxing authorities needing to raise millages would result in a tax increase/ shift to non-qualifying owners and reduce the savings to those who qualify.

A **No vote** would maintain the status quo and preserve homestead exemption as it exists today.

Amendment 2

Amendment 2 addresses the existing Non-Homestead (10% cap) which presently protects non-homestead property owners (businesses, renters, second home owners) from assessed value increases in excess of 10% per year. This cap, which has no impact on school funding, is scheduled to expire on January 1, 2019 unless made permanent via a **Yes vote**.

A **No vote** would increase available funding to local governments but would result in a sizable tax increase in 2019 to non-homestead properties due to the cap removal and reset of Assessed Value to Just/Market Value.

[Learn more from this slide show](#) (scroll down and press play) and read [Mike Twitty's article discussing the Amendment](#).

All of this information can also be accessed from the Property Appraiser's website at www.pcpao.org.



WHERE LEADERS ARE MADE

Pinellas Parler Toastmasters Club Finds New Home

Pinellas Parler Toastmasters has found a new home! As of Sept. 1, Pinellas Parler Toastmasters, Club #4161004, will be meeting at The Community Volunteer Center, 133 N. Fort Harrison, Ave. in downtown Clearwater.

Founded in 2014, Pinellas Parler Toastmasters started as a club for Pinellas County employees to develop public speaking and leadership skills. The club has since outgrown its previous location on Chestnut Street, and relocated to the new facility.

Location isn't the only change though – membership now is open to all, and the meeting schedule is the first and third Thursdays, 6:00 to 7:15 p.m. Refreshments are provided, so you don't have to speak on an empty stomach! Guests are always welcome, so come join us to see how fun it can be to gain confidence in your speaking and leadership abilities in an uplifting and supportive environment.

You are invited to Pinellas Parler's Open House from 6:00 to 7:30 p.m., Thursday, Oct. 25, to learn how Toastmasters can help you become a better speaker and leader.

For more information about our club and its members, visit our website, <https://pinellasparler.toastmastersclubs.org/directions.html>, or contact the club President, Patsy Heiss, DTM, at TMPresident1@gmail.com.

The Pen

MIKE TWITTY, MAI
Meet Mike

Property Appraiser HOME
Search Our Database
Appraisal Info
Forms / Change of Address
Exemption / Save-Our-Homes / Portability
Tax Estimator (New)
Tangible Personal Property
Downloads / Reports / Maps
Truth In Millage
Tax Roll / Budget / Legal
Glossary / FAQ's
Links

MIKE TWITTY, MAI
Pinellas County Property Appraiser

Pinellas County Property Appraiser Mike Twitty and his staff are dedicated to producing fair and equitable Property Value Assessments. We strive to provide exceptional service to the citizens of Pinellas County. The information on this site has been prepared as a public service, and to give you an overview of some of the activities in the Property Appraiser's Office.

November 6th General Election Amendments Affecting Property Taxes

Amendment 1: Will you Benefit? 3rd Homestead Estimator
Please Note: Just having homestead exemption does not mean you automatically qualify for the proposed 3rd Homestead Exemption (additional \$25,000). Run the [3hxestimator.org](#) to find out if your property will qualify. [Learn more about who will and will not qualify.](#)

Amendment 2: Non-Homestead (10% Cap)
The Non-Homestead (10%) Assessment Cap, which currently limits assessed value increase to a maximum of 10% per year, expires January 1, 2019. This cap removal would result in the Assessed Value of all Non-Homesteaded property rising to Just/Market Value in 2019. A Yes vote would result in maintaining the cap into perpetuity while a No vote would allow the cap to expire. [Learn more](#)

Team Responds To Those Hardest Hit By Hurricane Florence

Contributed by Emergency Management

The Pen

Hurricane Florence was still five days away from slamming into North Carolina when an official request was made for an Incident Management Team from FEMA Region 4 / 6, of which Pinellas County is a part. The team would be readied to respond to the disaster that was expected to befall the Carolinas.

Two days before landfall, the team was deployed, meeting at Station 23 in Lutz. The 12-member Incident Management Team represented Pasco County, the city of Lakeland, University of South Florida, and fire department emergency responders.

Clayton Parrott from Emergency Management represented Pinellas County.

On Sept. 14, the hurricane made landfall and the team was already in the Edgemcombe County Emergency Operations Center. Within two days, that area had resumed normal operations.

The team was then deployed to Brunswick County, N.C., an area hard hit by Florence. They tried to drive there but flooding made the area inaccessible. A Chinook helicopter flew them in.

It was here that Parrott found the true value of his training. He was assigned logistics section chief, a position that had him doing everything from setting up a staging area to ordering portable showers, food and water, getting fork lifts where needed, setting up helicopter missions and ordering task force teams when a norovirus broke out in West Brunswick.

“Because of my training I knew my job, I stayed in my lane and we got things done,” he said. “I can’t stress the importance of the Incident Command System enough. It truly makes or breaks the process. Each of us knew what we had to do and we were able to drop right into the positions.”

The team solidified the Incident Command System as soon as they walked into the Emergency Operations Center in Brunswick County. The ICS structure brought a sense of calm to the local team as sections were established, Incident Action Reports produced and a battle rhythm established. The process enabled the EOC to plan for and respond to the disaster as it unfolded.

Throughout the county, the situation was grim. Parrott was reminded of Pinellas County and what it would look like in a worse-case scenario. Just like Pinellas, Brunswick County became a peninsula, without bridges. Rivers overflowed, dams broke, roads and homes flooded. The extreme flooding broke the county up into two islands, making it impossible to travel from one part of the county to the other without a boat or helicopter.

The public shelters were not in bad shape, but they needed water, food and portable showers. Points of distribution were needed for supplies. Power was lost for 90 percent of customers, although that was returned to a majority of the area in a couple of days.

The plight of the hurricane survivors was the hardest part of the mission.

“At the end of the day you knew that these people were hurting, and you had to look after them,” Parrott said. “I knew I had a house, a warm bed, and a job to go back to. These people had no home to go back to. The ones who

were most affected were those who could afford it the least.

“It was very humbling. When you look around at these people – they were just devastated.”

The last part of the job was demobilization. They helped the local team with a plan and a process and then it was time to go home. They returned to Station 23 to a heroes’ welcome on Sept. 26.

“I would do it again in a heartbeat,” said Parrott, and if the same thing happened to Pinellas County, he has full confidence in the ability of the Pinellas County EOC to respond.

“I put that down solely on our training. We’d have no problem. Our desk officers know their jobs,” he said. “It’s the training that gets you through.”

From a Oct. 12 Pinellas County news release:

Pinellas County is responding with mutual aid to the panhandle of Florida. More than 50 employees have offered their expertise and labor for preparation and recovery efforts due to Hurricane Michael.

Oct. 9, Emergency Management Incident Management Team employees departed for Bay County.

Employees from Utilities and Public Works departed October 12.

Sunstar employees are also supporting rescue and recovery efforts.



Clayton Parrott from Pinellas County Emergency Management, and the rest of the team were sent to Brunswick County, N.C. but the roads were impassable. They had to be flown in by Chinook helicopter.

Upcoming Training Classes

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

Meeting Management

10/25, 8:30-12:00, Clearwater

The meeting that drones on and on; the meeting where everyone sits fiddling with his or her smartphone; or the meeting where almost everyone in the room is wondering the same thing: Why am I even here?

Meetings fill an increasing number of hours in the workday, and yet most employees consider them as a waste of time.

But there are ways to run effective, efficient meetings that leave everyone feeling energized and excited about their work. Want to learn more? Come and join us.

This course will be concerned with small work meetings: with groups that have a job to do requiring the energy, commitment and talents of those who participate.

Members of such a group want to get some kind of result out of their time together whether solving problems, brainstorming or simply sharing information. At its best, such a group knows what it is about, and knows and utilizes the strengths of individual members.

You will explore the key characteristics of the best and worst of meetings and we will share tips for leading a most successful meeting.

Rewards and Recognition

11/6, 8:30-10:30, Clearwater

One of your most vital roles as a manager is to provide consistent recognition. Recognition helps to bring out the very best in people. It improves productivity, retention and encourages your employees to grow and strive to accomplish more.

This course is designed to show potential managers and supervisors how to create a culture of achievements by celebrating accomplishments, large and small.

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

TECH BITS

PowerPoint 2013 Animat Audio, and Video

BOO!

Do you get scared when PowerPoints are mentioned? Don't want to bore people?

PowerPoint 2013 can help make your presentations more dynamic.

- ✦ Animation tools make slide shows more fluid and interesting.
- ✦ Sound effects from added audio clips create attention in the correct way.
- ✦ Video that can be inserted, edited, and played from within your presentation will make your audience take notice.

ULearnIT topics to help make your presentation less terrifying:

[Animations and Media in PowerPoint 2013 ID: mo_bgpw_b03_dt_enu](#)

[Microsoft PowerPoint 2013: Playing Audio in the Background of Presentation ID: 51776](#)

[Microsoft PowerPoint 2013: Insert a YouTube Video ID: 51764](#)

[Microsoft PowerPoint 2013 Core Essentials ID: 66966](#)

Can't remember your login credentials to ULearnIT? Email training@pinellascounty.org and request a ULearnIT password reset.



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.



SERVICE ANNIVERSARIES

30 YEARS



Susan Estrada, *County Attorney's Office*, Odessa Green *Business Technology Services*, Mark Stamper, *Utilities*, Mike Thomas, *Parks & Conservation Resources*



Dee Gardner
Clerk of the Circuit Court



Gary Nelson,
Parks & Conservation Resources

25 YEARS



Anthony Paice
Real Estate Management

20 YEARS



Lisa Arispe
Public Works

Unavailable for Photo

35 Years Susan Ferguson, *Tax Collector's Office*, Jean Hein, *Real Estate Management*

30 Years James Brown, *Utilities*, Terry George, *Utilities*, Imran Papa, *Utilities*, William Roberts, *Real Estate Management*

20 Years Joanne Kerouac, *Public Works*

15 YEARS

Judith Barry Human Services
Inthasone Lo Tax Collector's Office
Albert McAfee..... Utilities
Phanmala Phongsisattanak..... Human Services
Tonya Rainwater..... Business Technology Services
Scott Rhodes..... Parks & Conservation Resources
Stephanie Summers..... Clerk of the Circuit Court
Kimberly Swain..... Clerk of the Circuit Court
Stephen Twardowski..... Clerk of the Circuit Court

10 YEARS

James Duhamel..... Clerk of the Circuit Court
Lauren Sroda..... Clerk of the Circuit Court

5 YEARS

Yvette Acosta MacMillan County Attorney's Office
Natalia Arcila Clerk of the Circuit Court
James Bath Public Works
Juami Boyden Clerk of the Circuit Court
Ana Caraballo..... Clerk of the Circuit Court

Adena Eason Parks & Conservation Resources
Karen Kirchmann..... Clerk of the Circuit Court
Victoria Martin Clerk of the Circuit Court
Jenee Skipper Economic Development
Marsheila Voss Parks & Conservation Resources

3 YEARS

James Armstrong..... Parks & Conservation Resources
Brian Dyar Public Works
Austin Fay Airport
Dana Fults..... Building Services
Jay Heckathorn Public Works
Jessica Hoskins County Attorney's Office
Patricia Johnson..... Animal Services
Derrick Jones..... Public Works
Casey Miller Animal Services
John Osbourn..... Solid Waste
Dawn Powell Clerk of the Circuit Court
Maria Roberts..... Office of Management & Budget
Kyle Steele Animal Services

The Pen

RETIREMENTS

35 YEARS



Mercedes Pearson
Equal Opportunity Coordinator
Office of Human Rights

OVER 34 YEARS



Henry Martin
Crew Chief 1
Mosquito Control &
Vegetation Management

32 YEARS



Dennis Grizzell
Program Coordinator
Stormwater & Vegetation

30 YEARS



Belinda Brown
Tax Collector Supervisor
North County Branch

OVER 29 YEARS



Terese Galluccio
Department Administrative
Manager
Solid Waste

OVER 19 YEARS



Barb McKee
Human Resources
Analyst
Human Resources

OVER 8 YEARS



Michael McKinley Assistant
Appraisal Director
Property Appraiser's Office

The Pen

Retirees Unavailable for Photo

Over 35 Years Don Wilson, *Trades/Field Services Supervisor, Parks & Conservation Resources*, Debra Brown, *Manager, Branch Office, Clerk of the Circuit Court*, Thomas Deeley, Jr., *Field Inspector 2, Construction Management*

32 Years Marvin McCraney, *Airport Firefighter, Airport*

Over 31 Years Richard Polsky, *PAO Appraiser 1, Property Appraiser's Office*

Over 22 Years Jane Kepple, *Administrative Support Specialist, Supervisor of Elections*

Over 19 Years Greg Harrison, *Park Ranger 1, Parks & Conservation Resources, North District*

Over 16 Years Pete Saroukos, *Solid Waste Compliance Manager, Solid Waste*

REPCO News

REPCO's **November 12** lunch meeting will be their annual picnic, located at Lake Seminole Park. The menu will be fried chicken, baked beans and Greek salad. Iced tea and lemonade will also be available. Attendees may bring deserts. The picnic will start at noon. There is a \$5 charge per attendee.

RSVP before November 5 to Jo Smith at (727) 748-6033.

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

Promotions

Promotions listed are for September 2018.

Board of County Commissioners

Development Review Services

Dayne Morris..... Prof Eng 1

Parks & Conservation Resources

Steven Boswell, Jr. Park Rngr 2

Purchasing

Pamela Ulrich Proc An Coord

Public Works

Alex Fricas..... Maint 2

Ray Marshall..... AEO 1

Real Estate Management

Terry Spriggs..... Acct 1

Safety & Emergency Services

Debra Vacca 911 Pub Safety Cntr Supv 2

Utilities

Steven Beharry..... Wtr/Wstewtr Plt Oper 3

Kara Devlin..... Acctg & Fin Tech

Michele Duggan Proj Coord-Tech

David Lewis Elect Equip Tech 3

Cheryl Skantze Rev Mgmt Supv 1

County Attorney's Office

Allyson Matos..... Legal Secy

Clerk of the Circuit Court

Laura Albenzio* Rec Spec Supv

Mandy Barrows..... Fin Acct 2

Natasha Felix Bunch..... Fis Rec Spec

Rasheedah Jenkins..... Crt Clk 1

Stephanie Thackeray Crt Clk 1

Human Resources

Ashley Skubal HR Tech

Office of Human Rights

Jeffery Lorick Human Rgts Compl Mgr

Tax Collector's Office

Tim Didario Tax Tech 3

**Effective in August.*

The Pen

Technology Education: New GIS Program Grows

Contributed by Carla Mitchell, Public Works

In the area of technology, [The Workforce Institute at St. Petersburg College](#) is pleased to share the success and continuation of its **Introduction to Geographic Information Systems (GIS)** course (non-credit). GIS is a computer based tool that's used in a wide range of areas, including county & city government, health, transportation, urban planning, business marketing and geology. According to the Bureau of Labor Statistics, employment in this industry is expected to grow 11% (faster than average).

The introduction is a 6-week course that introduces fundamental concepts necessary to perform geospatial analysis and map interpretation. It explores how geospatial technologies and tools are used in data collection, analysis and presentation. Not only do you learn the fundamentals of Geographic Information Science and Technology, but you will learn how to think

spatially, analytically and critically to become better problem solvers.

The Workforce Institute is now pleased to announce the new **Advanced Topics in Geographic Information Systems (GIS)** course. This 4-week course picks up where the introductory course leaves off. Students will learn to skillfully navigate through web mapping programs, such as ESRI's ArcGIS, and online platforms to develop graphics and perform analysis.

The courses offered by the Workforce Institute are designed for individuals that want to build new skill sets and advance their career. If you have an interest in technology, interpreting data and exploring maps, consider registering! For additional information or to **REGISTER NOW** for the upcoming courses, please visit: <http://bit.ly/2syoaH9>. This course is eligible for the county's tuition reimbursement with proper approvals.

Introduction to GIS

November 1 – December 13, 2018
(6-9 p.m.)
SPC Epi Center
13805 58th Street N.
Clearwater, FL 33760
Cost: \$599

Advanced Topics in GIS

January 19 – February 16, 2019
(8 a.m.-2 p.m.)
SPC Epi Center
13805 58th Street N.
Clearwater, FL 33760
Cost: \$799

Welcome Aboard!

New employees listed are for September 2018.

Board of County Commissioners

Airport

Karissa StricklandAirpt Opns Supv

Development Review Services

Sharon McGilvaryDRS Plans Coord

Human Services

Karen Yatchum..... Hlth Care Admin

Parks & Conservation Resources

Monica Drake.....Hist Mus Opns Mgr

Planning

Thomas ScofieldPrin Plan

Public Works

Adnan JavedPub Wks Dir

Jennifer Shannon Proj Coord-Proj Mgmt

Solid Waste

Karl Schoonover Envir Spec

Utilities

Stephen Farrell Meter Rdr 1

Cody Walker Prop & Strs Clk 2

Drew Boylson..... Wtr Qual Mgmt Spec 1

Charlie Butter..... Cust Svcs Spec

Felicia Seferi Cust Svcs Spec

Business Technology Services

Anthony CaropoloInfo Tech Analyst

Archana Molugu Info Tech Analyst Sr

Clerk of the Circuit Court

Jemera Hollis..... Rec Spec 1

Jerry Gottlick.....Board Reporter

Gloria Alcantar Castillo Cust Info Cntr Spec 1

Ronald PittsBus Analyst

Persephannie Lovett.....Fin Acct 1

Property Appraiser's Office

Beau Gordon..... PAO Appraiser 1

The Pen



**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.

2018 Fire Professionals of the Year

At its September 25 meeting, the Board of County Commissioners honored the 2018 Fire Professionals of the Year. All of the awardees received a plaque and check from the Pinellas Federal Credit Union. [Watch a video of the event](#). Thank you and congratulations!



Photo credit: Marketing & Communications

Pictured with the Board of County Commissioners at the September 25th meeting, awardees from left, Fire Professional of the Year, Pinellas Suncoast Fire Rescue District Chief **Jeremy Sidlauskas**, Special Operation Professionals of the Year **Paul Sudduth** and **Andrew Sullivan**, Firefighter Paramedics, Clearwater Fire Rescue, and on far right, Emergency Fire Dispatcher of the Year, **Leslie Perrico**, 911 Public Safety Telecommunicator 2, Regional 911. Also pictured Gina Signor and Joshua Broker, Pinellas Federal Credit Union, and Jim Fogarty, Director, Safety & Emergency Services.

Create Sustainable Solutions
Vision • Innovation • Collaboration



October is Energy Action Month!

Help Pinellas County achieve its energy conservation [goals](#) by:

- ✔ Powering down your office space when you leave
- ✔ Fighting *energy vampires* (coffee makers, projectors, chargers, etc.)
- ✔ Choosing double sided printing

UF IFAS Extension *For more Solutions for Your Life, click image.*
UNIVERSITY of FLORIDA

Pets of the Month

Contributed by Season Groves, Pinellas County Animal Services



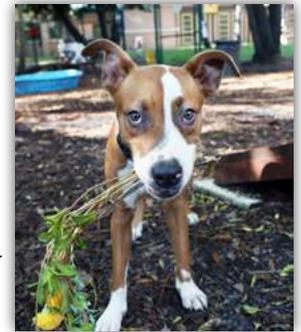
Clooney
2-year-old, male

This handsome devil is Pinellas County’s #1 most eligible bachelor. He plays a bit of Batman in the shelter and is looking for his very own side kick (we’re not sure if a Robin is the best choice).

If you’re ready for some super hero action (or maybe just cuddling in front of the big screen) Clooney is the cat for you.

Ray Ray
8 months, male

“What’s that? Halloween is just around the corner? Hide the candy!” Ray Ray can hear it all with those bat-like ears (he just may be able to fly when the moon gets high on Halloween Night). He’ll help you carry your trick or treat bag all around the neighborhood if you promise to share a bite or two (no chocolate please).



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/animal_services/Adoption_Center.htm.

The Pen

THE RECORD KEEPER

Recycling vs. Records Destruction

Before you discard papers into the office recycling bins, be sure that the items do not need to follow the Records Management disposition process. Were they created or received as official business for our organization? Are they confidential? Can a retention schedule be applied to the records? If you answered yes to any of these questions, you will need to go through Records Management and not use the general recycling bins.

There are many rules related to the proper disposal of records. Please contact Records Management at (727) 464-5555. We are happy to answer your questions.



Consumer Corner Credit Freeze

On September 21, 2018, a new federal law went into effect which requires the three major credit reporting agencies - Equifax, Experian and TransUnion - to offer consumer’s credit freezes at no cost.

A credit freeze restricts access to your credit report. Most creditors need to see your credit report before they approve a new account. If they can’t see your report, they may not extend the credit, which makes it more difficult for identity thieves to open accounts in your name.

The new law also allows parents to place a credit freeze for children under the age of 16 years. The child’s credit file will be frozen until the child is old enough to open credit for themselves.

Even if you haven’t been a victim of identity theft, placing a credit freeze limits your vulnerability to falling victim in the future.

To place a credit freeze, you’ll need to contact each of the three reporting agencies individually. You’ll be required to provide personal identifying information. When you sign up for a credit freeze, online or by phone, the credit freeze must be in place by the following business day. You’ll receive a confirmation letter containing your PIN or password, from each of the reporting agencies. If you want to open new credit, you would use the PIN to unfreeze your credit file. The law requires that the freeze to be lifted within an hour of the request at no cost.

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.



Connie Consumer



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.

Gone but not Forgotten

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



Marilyn Gerrish, 90, passed away August 12. She retired as a Coordinator in the Tourism Bureau in 1998 after 16 years of service. [View her obituary.](#)

Willis Simon, 92, passed away September 11. He retired as an Administrative Support Manager in General Services in 1992 after nearly 20 years of service. [Read his obituary.](#)

Walter Roy "Leroy" Smith, 64, passed away September 14. He retired in 2009 as a Senior Welder/Fabricator at Fleet Management. [Read his obituary.](#)

Jerome Mitchell, 80, of St. Petersburg, Florida passed away peacefully on September 24, 2018. He was born and raised in Charlotte, North Carolina, and attended West Charlotte High School. Jerome earned a Bachelor's degree in History from Morehouse College in Atlanta, Georgia and served proudly in the U.S. Navy for 6 years. As a lifelong advocate for equal opportunity and human rights, he worked as a public servant in the Federal Government for 50 years. From 1994-2001 and 2008-2009, Jerome was part of Pinellas County's Office of Human Rights team as an Equal Opportunity Specialist and

Human Rights Compliance Manager. Jerome enjoyed jazz music, reading and sports, and always had a few words of wisdom for those that needed them most. He is survived by his sister, Yvonne Jones; daughters Kelly Mitchell and Linda Tyler; son David Mitchell; daughter in law Carla Mitchell; granddaughters Kristin and Kimberly, and many cousins, nieces and nephews. A private celebration of life took place at Bay Pines VA Cemetery on October 12, 2018. In lieu of flowers, donations may be made to the American Heart Association Tampa Bay. www.heart.org.

Obituary contributed by his family.

Introducing ...



Welcome **Jonathan Robert Ready**. He was born August 23, 2018 weighing 8 pounds 4 ounces and measuring 21 inches. Dad is Alex Ready (Mosquito Control) and his Mom is Melissa Ready. He has one big sister, Rayna Ready (3 years old).



Welcome **Leonah**, third grandchild of Angela Greene (Human Services) born September 13, weighing 7 pounds, 12 ounces. Proud Mom and Dad are Keyona and Leon.

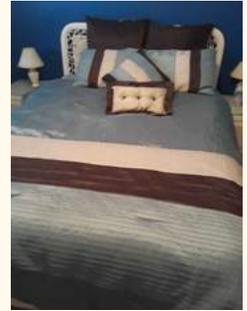
Classified Ads

For Sale. 1. **Queen bedding set** - excellent condition, like new. Blue, brown & cream; includes comforter, bed skirt, 2 accent pillows, 2 Euro shams & 2 regular shams. \$40/OBO

2. **Two mirrors** solid wood frame, approx 48" x 36". \$50 for both or \$30 for one or OBO

3. **Hoover Floormate SpinScrub** hard floor cleaner for tile or wood floors, very good condition, includes owners manual, \$40/OBO

Call or text (727) 460-7151.



BLOOD DRIVES

You can schedule an appointment at www.oneblooddonor.org.

Downtown Clearwater Courthouse

315 Court St., west lot

October 24

11:00 - 4:00

Logan Lab

1620 Ridge Road

Largo

October 30

Public Works

22211 US Hwy. 19 N.
Building 1, Clearwater

November 1

12:00 - 5:00

Utilities Building

14 S. Fort Harrison Ave.
Clearwater

November 8

8:30 - 1:30

Mark Your Calendars