

## Red Tide Cleanup: Seven Days a Week for Three Months

By Sean Hannigan, Public Works Technical Services

In November 2017, a red tide bloom developed in the Gulf of Mexico off the coast of southwest Florida. Red tide events typically subside before or during summer months, but this event continued throughout the year and intensified to enormous proportions.

On August 13, 2018, Governor Scott issued an Executive Order declaring a State of Emergency for Pinellas and the surrounding counties. Public Works was then given direction from County Administration to determine the best course of action to deal with the impending impacts of massive fish kills upon our beaches and waterways.

Pinellas County Environmental Management began collecting and analyzing samples daily. For the next few weeks staff monitored the harmful algae bloom and began to determine the best course of action. Under the leadership of the Incident Commander, Kelli Levy and the Debris Manager, Sean Tipton,



we notified our Debris Collection Contractors, DRC Environmental, of our intent to utilize their services. On September 7 they began staging for operations.

First, as much debris as possible was harvested at sea through the use of shrimp boats and other watercraft before they impacted our beaches. My understanding is that this concept had not been thoroughly tried before, but the results confirmed that this approach was the right choice. The dead fish that made it to shore

*Continued on page 5.*

## Election Workers: Part of History, November 6, 2018

*This past election saw record turnout. The Pen wanted to know just what it's like for election workers at the Supervisor of Elections office (SOE). And they told us!*

*What was your role during the election? (operations, voter services, polling place worker, administration, call center, early voting site, etc.)?*

Ysa: My role during elections is in Voter Services.

*Do you have a strong feeling about democratic elections? Why? Do you feel like you were part of history?*

Ysa: Yes, I can say with full knowledge that democracy is the best government system. I was born and lived in a democratic country until a totalitarian system called 21st Century Socialism was established, so my family and I decided to leave our country. Thanks to God and this great country that received us kindly, we have had the luck and blessing to start a new life. I believe in democratic elections. Of course I feel part of the story and I am so happy and proud for that.

*We've heard the hours are long on Election Day. What helps you get through the long days? How long did it take to recover? Any advice for future election workers?*

Ysa: The team working together, solidarity and the best attitude. Two weekends are enough to recover myself and get ready for a new election. My advice for future election workers is to work hard and give your best.

*What's one thing that you think people don't know about the SOE operations but should?*

Ysa: SOE team members are committed to their work and each election is a new challenge. Each new election requires an additional effort and the sacrifice of spending time without our families. For me, it is a pleasure to be an election worker.

*Continued on page 6.*



Ysa Andrade, Elections Aide

### INSIDE

- 2 In Our Own Words / Blood Drives / HR Wants Your Feedback / Technology Education: NEW GIS Program Grows
- 3 Ask HR / Class & Comp Listening Tours / Important Tax Update
- 4 Your Total Rewards

- 7 It's Time for the Great Tornado Drill / Office 365
- 8 Couples Registration Open for Clerk's Valentine's Day Wedding / BTS Works with Foster Parents Association / St. Pete Human Services Raises Money for Homeless
- 9 New Year, New Culture of Learning / Learn Today, Be Ready for Tomorrow

- 10 Service Anniversaries
- 11 Retirements
- 12 Promotions / Pets of the Month
- 13 Welcome Aboard!
- 14 Consumer Corner - Deep in Debt? / Green Pinellas / The Record Keeper / FRS Investment Plan Survey
- 15 EXTRA



## January's Question of the Month

**What are you looking forward to most in 2019?**

Complete [online](#), email to [employee.communications@pinellascounty.org](mailto: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](mailto: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.

### 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](mailto:employee.communications@pinellascounty.org)

## HR Wants Your Feedback

Have you seen the new “[How are we doing?](#)” link on HR’s website and emails? Take this quick anonymous Customer Satisfaction Survey whenever you contact Human Resources.

Let us know: Did you get what you need in a timely manner? What do you think we can do to improve? We want to hear from you to help us serve you better.



## BLOOD DRIVES

You can schedule an appointment at [www.oneblooddonor.org](http://www.oneblooddonor.org).

### Downtown Clearwater Courthouse

315 Court St., west lot  
**Jan. 16**  
11:00 - 4:00

### Public Works

22211 US Hwy. 19 N.  
Building 1, Clearwater  
**Jan. 24**  
12:00 - 5:00

### Mid-County Tax Collector

13025 Starkey Road  
**Feb. 12**  
8:00 - 1:00

### Utilities Building

14 S. Fort Harrison Ave.  
Clearwater  
**Jan. 23**  
8:30 - 1:30

### Utilities

6730 142nd Ave.  
Largo  
**Jan. 31**  
1:30 - 4:00

**Mark Your Calendars**

## Technology Education: New GIS Program Grows

Contributed by Carla Mitchell, Public Works

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. Using ERSI’s ArcGIS software, learn how GIS enhances productivity, explore data collection platforms, and understand proper workflows to conduct data analyses.

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: [stpe.co/AdvancedGIS](http://stpe.co/AdvancedGIS). This course is eligible for the County’s tuition reimbursement program with proper approvals.

### Advanced Topics in GIS

Starts Tuesday, Feb. 12, 7-9 p.m.

SPC EpiCenter  
13805 58th Street N.  
Clearwater, FL 33760  
Cost: \$799

Includes a “Distance Learning” (teleconferencing) option

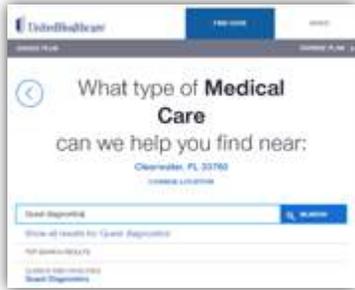


# YOUR TOTAL REWARDS

Health • Wellness • Retirement • Compensation

## Quest Diagnostics is Now In-Network

Effective January 1, 2019, [Quest Diagnostics](#) is now an in-network lab work provider with UnitedHealthcare. Search for a Quest Diagnostics location by visiting [myuhc.com](#) and searching for “Quest Diagnostics.”



The Pen

## Take Care of Yourself

In [January's To Your Health](#) newsletter, you will find articles with advice on how to:

- Determine when a headache is an emergency,
- Find out how to make your New Year's resolutions stick, and
- Improve the “health” of your wallet post-holidays.

## WageWorks Debit Cards

New members and those with soon-to-be expired cards will receive new cards by mail at home. All others may continue to use their current card.

## FREE Flu and Hepatitis-A Shots January 26

*From a Florida Department of Health in Pinellas press release*

Due to a recent increase in flu activity and hepatitis A cases in Tampa Bay, the Florida Department of Health in Pinellas County (DOH-Pinellas) is hosting a clinic to provide free flu shots and hepatitis A vaccines from **9 a.m. to noon on Saturday, January 26**, at the Clearwater Free Clinic located at 1218 Court St.

You can also get your flu shot at your network physician's office, at Walgreens or CVS Convenience Care Clinics, and at Walmart and Publix Pharmacies.

The best protection against the flu is the vaccine. But if you get it, don't spread it. Stay home from work to avoid spreading the virus to coworkers and customers.

Remember, Appointing Authorities have approved that leave taken for flu-like illness will be considered scheduled leave.

## Sign Up for Tobacco Cessation Programs Now



Employees on a Pinellas County health plan who use tobacco must complete a qualified tobacco cessation program **by March 31, 2019** or be subject to a \$500 tobacco premium beginning April 1, 2019.

Classes are currently scheduled at:

[Detention Center](#), Facility Operations Building, 14400 49th Street, Clearwater, Wednesdays, 10:00 to 11:00 a.m. starting Jan. 9, 2019

You may request a series of the Tobacco Free Florida onsite classes at your worksite with a minimum of 3 participants. [Contact the Wellness Department staff](#) for more information.

**Friday, February 1, 2019**



Wear red to raise awareness about cardiovascular disease and save lives.

Take a group photo and send it to [wellness@pinellascounty.org](mailto:wellness@pinellascounty.org). Then look for it in the Feb. 7 To Your Health employee wellness newsletter.

### BENEFITS PARTNERS

**DENTAL**  
Cigna  
(800) 244-6224  
[www.mycigna.com](http://www.mycigna.com)

**EAP/BEHAVIORAL HEALTH**  
ComPsych  
GuidanceResources  
(866) 615-3047  
[www.guidanceresources.com](http://www.guidanceresources.com)

**FLEXIBLE SPENDING ACCOUNT (FSA)**  
WageWorks  
(877) 924-3967  
[www.wageworks.com](http://www.wageworks.com)

**HEALTH SAVINGS ACCOUNT (HSA)**  
Optum Bank  
(800) 791-9361  
[www.optumbank.com](http://www.optumbank.com)

**LIFE INSURANCE**  
Standard Insurance Company  
(855) 290-9479  
[www.standard.com](http://www.standard.com)

**MEDICAL**  
UnitedHealthcare  
(888) 478-4752  
[www.myuhc.com](http://www.myuhc.com)

**PRESCRIPTION**  
Express Scripts  
(866) 544-9221  
[www.expressscripts.com](http://www.expressscripts.com)

**VISION**  
Davis Vision  
(800) 999-5431  
[www.davisvision.com](http://www.davisvision.com)

Red Tide, continued from page 1.



were collected using beach rakes and manual labor.

PW Inspectors began each day before sunrise at Johns Pass to discuss the anticipated day's activities. Once the all clear was received, the Inspectors would drive every mile of Pinellas County's beaches to observe the conditions and report their findings by 9 a.m. to the Incident Commander. This process was repeated each afternoon and observations were due by 3 p.m. These activities were repeated 7 days a week for the duration of the event. The beach condition reports were used to direct resources to the hardest hit areas to facilitate cleanup activities and were also uploaded to the Visit St. Pete Clearwater website twice daily to notify residents and tourists of the current situation.



## Beach Goers and Residents

Driving on the beaches can be challenging due to tidal activity, storms, and the thousands of beach goers who were bound and determined to enjoy the white sand no matter what conditions were present. People do not expect to see vehicles on the beaches and would often walk in front of us so safety was always paramount.

Citizens would stop staff often to ask about what they were seeing and what the County was doing to deal with it. Public relations with citizens had to be handled with

care. We were all very cognizant that our beaches and tourism are a major part of the local economy.

One of the major roadblocks encountered was the placement of roll off dumpsters that were used to remove the dead fish. Even though these were lined and emptied daily, the stench was overwhelming. As you can imagine, no one who lived near these dumpsters was happy about their placement. So a lot of time and effort was expended dealing with this issue. In the end, most understood the challenges of staging a dumpster full of dead fish in a built-out County with so little room. Through continued positive staff interactions most were satisfied.

## Not Just Fish

Red tide is a prolific killer and its effects are direct and indirect. Along with dead fish, staff had to deal with whales, dolphins, manatees and sea turtles. Because these are protected species different protocols needed to be followed to ensure that no laws were broken.

The food chain is very interwoven and animals that aren't directly impacted, like birds, will show signs of distress because they have lost their food source. A great deal of time was spent rescuing sick birds and delivering them to rescue organizations.

## More Hurdles to Jump

Traction in the sand can be difficult so only 4-wheel-drive vehicles could be utilized. We also discovered that driving over millions of pounds of dead fish for an extended time period gave our vehicles a very distinct and unpleasant odor.

The beach cleanup was hampered by sea turtle nesting season which runs from May 1st – Oct 31st each year. Each morning before PW staff were allowed to drive on the beach, the Clearwater Marine Aquarium staff would check all of the beaches for turtle activity and issue an all clear.

To further complicate this operation a beach renourishment project was well underway. An interactive map was created by the BTS GIS group so that citizens could report in real time locations of dead marine biological debris. This greatly enhanced County staff awareness to investigate and redirect resources as necessary.

## Effects on Humans

There are two connected but very different side effects from red tide that staff had to deal with.

First is the smell of decomposing biological debris (dead fish) which was compounded by the sheer volume and hot, humid conditions. This smell will permeate everything and is quite nauseating.



The true monster is the red tide itself. It causes the water to turn very dark and it brings with it a plethora of misery. When the red tide toxins become aerosolized, they cause uncontrolled coughing, sneezing, scratchy throats, watery eyes and the worst headaches that one can imagine. Personal protective equipment was used regularly but sometimes it did nothing to suppress the airborne toxins effect.

## Stepping Up to the Plate

At times the volumes and impacts of K brevis were so vast that the contractor was unable to keep up with disposing of dead fish. At that point, Pinellas County staff were asked to volunteer for beach cleanup and once again stepped up to the plate and cleared our beaches during some very difficult conditions. When the going got tough they proved that they had what it takes to make Pinellas County so great.

## Nearly 2,000 Tons Collected

Over the course of 3 months a total of 1,862 tons of marine biological debris was collected (3,724,000 pounds). This number does not reflect protected species that were collected.

To say the least, this was a most humbling experience for me. My greatest takeaway from this operation is the incredible men and women of Pinellas County who stood in the face of adversity and overcame and adapted to get the job done. I am very proud to say I am a member of their ranks.

**#TEAMRETTIDE**

The Pen

Elections Workers, continued from page 1.



Laurie Fidler, Office Specialist 2

**What was your role during the election?**

Laurie: Poll Worker Department

**Do you have a strong feeling about democratic elections? Why? Do you feel like you were part of history?**

Laurie: Yes, I come from a background in public service and political science. Politics has always been a topic of discussion throughout my life. I truly believe in the democratic process, and believe it is our integral duty to vote in each election. This election was special, and I was left feeling hopeful and inspired by all those who registered to vote for the first time, including so many of America's youth. This midterm election had the highest turnout since 1914 — giving me continued hope in the public's faith in the election process.

**We've heard the hours are long on Election Day. What helps you get through the long days? How long did it take to recover? Any advice for future election workers?**

Laurie: The hours are definitely long throughout the entire election season. Our office works together as a team, which helps knowing that we're all in it together. We all are dedicated to the election process and the entire staff at the SOE works tirelessly. This office has a dedicated and hardworking team! Oh, and a lot of coffee! I think I may still be recovering from this past election. It was unlike any election I have ever worked.

**What's one thing that you think people don't know about the SOE operations but should?**

Laurie: There is so much work that goes into putting on an election. I would invite anyone to work as a poll worker on Election Day to learn more about the election process. I

think it is our civic duty to be a part of the process and be an informed voter. Our election team is so dedicated. Even after the long hours preparing for the election and on Election Day, we all came together for a successful machine and manual recount. I have learned so much about the election process from working at this office and am honored to be a part of such a hardworking and professional organization.



Brian Fulton  
Administrative Support Specialist

**What was your role during the election?**

Brian: Operations. We prepare and test all of the election equipment and prepare all of the election supplies.

**Do you have a strong feeling about democratic elections? Why? Do you feel like you were part of history?**

Brian: Yes, free elections are a foundation of our country. There is a level of satisfaction in doing elections especially since it is a right many people take for granted.

Yes, I do feel like I was part of history. And this time it was because of voter turnout and close contests, not hanging chads.

**We've heard the hours are long on Election Day. What helps you get through the long days? How long did it take to recover? Any advice for future election workers?**

Brian: You can't think about the hours, and future workers should remember, though a long day, it goes by fast and you get to be part of a fundamental American process.

**What's one thing that you think people don't know about the SOE operations but should?**

Brian: We have critical work that is year round (planning, testing, certifying equipment, training and many other activities).



Ken Lanphar, Elections Administrator, CERA

**What was your role during the election?**

Ken: Operations and administration.

**Do you have a strong feeling about democratic elections? Why? Do you feel like you were part of history?**

Ken: Yes, it's great being a part of democracy. Every voter deserves the chance to vote and have their vote count. We treat all voters with respect and do what we can to make the voting experience a pleasurable one. We are part of history—first statewide recount since 2000!

**We've heard the hours are long on Election Day. What helps you get through the long days? How long did it take to recover? Any advice for future election workers?**

Ken: Too busy to notice. It's an action packed day serving our poll workers who in turn serve our voters. Strap in and enjoy what you do to make voting easy.

**What's one thing that you think people don't know about the SOE operations but should?**

Ken: It is a serious business. We take great pride in protecting the democratic process. Trust that your vote matters and we make sure it gets counted.



INDEX

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

Our [A to Z Index](#) was viewed 16,000 times last year! Find what YOU need on the HR website quickly and easily, too. 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.

# It's time for the Great Tornado Drill!

*Are you prepared for the Great Tornado Drill on Wednesday, January 16?*



Pinellas County employees have the chance to win a trophy for the best group selfie that is taken and posted during this drill. You must locate a safe location in your work area where you would to shelter if a tornado warning is given, and demonstrate an effective “duck and cover” strategy.

Last year, the Utilities Department, the Office of Management and Budget and the Supervisor of Elections office were chosen as the winners for County participants. Who will win this year’s trophies?

This internal drill is part of a Countywide campaign. The public is being encouraged to follow the same instructions and the winning photos will receive a NOAA Weather Radio.

## Instructions for the drill

### Before the drill

- ▶ Review plans, inform staff, prepare

### Jan. 16: The day of the drill

#### After 8 a.m. Consider a Tornado Watch to be in effect.

A watch means conditions are favorable for the development of tornadoes and weather should be closely monitored.

- ▶ Let employees know, designate a coordinator, stay out of vulnerable areas.

#### At 10 a.m. Consider a Tornado Warning to be in effect.

A warning means that a tornado is very possible or one has been spotted.

- ▶ “Receive” the emergency message. (You should simulate this, though a test alert will be sent to subscribers of [Alert Pinellas](#).)
- ▶ Coordinator gives a “take shelter” and “duck and cover” command.
- ▶ Take a selfie and post it using the hashtag **#PCTornadoDrill** or email [ema@pinellascounty.org](mailto:ema@pinellascounty.org)

#### 10:30 a.m. Termination of Watch and Warning/Wrap-up

- ▶ Assess and revise plan as needed.

For more information, e-mail [ema@pinellascounty.org/tornado](mailto:ema@pinellascounty.org/tornado).

The Pen



If you don't have it yet, coming soon, Business Technology Services (BTS) will deploy **Microsoft Office 365 2016** which contains more current security updates and features.

Your documents will be compatible with the new version of Office. There is no conversion necessary.

BTS is working with each department to analyze and test software and applications to ensure the transition to Microsoft Office 365 2016 has the least impact on your business operations.

If testing results determine a department-specific application required for your business is incompatible, your deployment may be delayed.

The BTS Operations Center is fully equipped to support the current version of Microsoft Office and Microsoft Office 365 2016.

If you have access to [ULearnIT](#), you can access it from your desktop icon for tips and training, if needed.

### Questions?

Contact the BTS Operations Center at (727) 453-HELP (4357).



## Pinellas Parler Toastmasters Club

Want to improve your confidence? Become a better speaker? Develop leadership skills? Come see what Toastmasters can do for you!

Meets the first and third Thursdays of every month, 6:00 to 7:15 p.m.

### Meeting location:

The Community Volunteer Center  
133 N. Fort Harrison Ave., Clearwater  
(corner of Drew Street)

Membership is open to all.

For more information, visit website:  
<https://pinellasparker.toastmastersclubs.org/>

Club president: Patsy Heiss, DTM, [TMPresident1@gmail.com](mailto:TMPresident1@gmail.com)



**WHERE LEADERS ARE MADE**

## Couples Registration Now Open for Clerk’s 13th Annual Valentine’s Day Group Wedding at Florida Botanical Gardens

*From December 21 press release, Clerk of the Circuit Court and Comptroller*

Up to fifty couples are expected to be joined together for one group wedding ceremony on Valentine’s Day, Thursday, February 14, 2019 in the romantic and picturesque Wedding Garden of the Florida Botanical Gardens in Largo.

The Clerk has waived the normal \$30.00 ceremony fee. Standard marriage license fees will still apply. Couples must register online no later than Friday, February 1, 2019, by visiting [www.clerksvalentinesdaywedding.eventbrite.com](http://www.clerksvalentinesdaywedding.eventbrite.com).

To be eligible to register for the 2019 wedding event, application for a marriage license must be made between December 17, 2018 and February 8, 2019. The ceremony will take place at 2:00 p.m. in the Wedding Garden of the Florida Botanical Gardens located at 12520 Ulmerton Road, Largo. All couples should arrive at the Botanical Gardens by 1:00 p.m. on Valentine’s Day with their marriage license and identification. Couples will receive a special Commemorative Marriage Certificate, which will be mailed within one week from the date of the ceremony with the official Certificate of Marriage.

For more information regarding the event, please contact Recording Services at (727) 464-3008. For more information about the Wedding Garden or the Florida Botanical Gardens, visit [www.flbg.org](http://www.flbg.org).

## BTS Once Again Works with Foster Parents Association to Help Make the Holidays Bright

*Contributed by Karen Davis, BTS*

This year Business Technology Services worked with the Pinellas County Foster Parents Association and provided presents for 30 foster children living in Pinellas County. The association provides tags with the name, age and wishes of children in foster care.

Most of the foster children are teenagers that wish for gift cards to fast food restaurants that they rarely get to go to, shoes and video games. This year all wishes were fulfilled thanks to our employees. We have been working with the association for the last 12 years. The photo at right shows the presents gathered for the foster children.



## St. Pete Human Services Office Raises Nearly \$1,000 for Homeless, Fills and Donates Backpacks

*From Pinellas County Facebook page*

The St. Petersburg Human Services PCHP/DA programs raised \$917 for the homeless in Pinellas County. They were able to purchase backpacks and filled them with cosmetic items, toiletries, clothes and food.





**ULearnIT Here First**

*Brought to you by: Human Resources Organizational & Talent Development*

# New Year, New Culture of Learning

## Training vs. Learning

Both words have 8 letters in common and involve education, and that may be where the similarities end. The words are often used interchangeably, but there are many differences between the two.

### Training

- A timely, technical/task skills-based process that may involve a simpler level of skill acquisition
  - ◆ Example: Receiving instructions on how specifically to operate a machine used in the function of a task/job.
- Scheduled, formal objectives that have a beginning and end to the instruction

### Learning

- A process related to development that can come in short spurts of micro learning, medium or long term; more broad-based than training and isn't necessarily related to a specific task/job
  - ◆ Example: Learning how to be emotionally intelligent at your job by attending a competency series program on emotional intelligence
- A series of self-directed, non-formal activities that are professionally relevant and occur outside of a classroom at any time
- Everyday acts that occur while being interested in or curious about things, or from the need to excel professionally
- Can occur in a formal type training, but a connection is made to something outside the classroom
- The key to learning is that whatever form it comes in, it is transferable

## Learning Organizations

- Adapt to the environment and respond to experiences
- Accomplish learning through the entire organizational system
- Embrace change, tolerate risk, and view failures as opportunities
- Involves discretion by taking into account situations, personalities, and cultures

### What's Your New Year's Resolution for Learning?

**Managers/Supervisors/Leaders:** Have honest, open discussions with your direct reports about the needs of the organization and the learning opportunities that help with specific organizational goals.

**Everyone:** Become self-aware by learning who you are and what you stand for, your influences, and where you fit into our organization to make it successful.

To be a successful organization that encourages learning anytime and anywhere, learning must be accepted and encouraged as an ongoing, unlimited, self-motivated process.

### Additional ULearnIT Resources

*(Copy ID into search field after logging in.)*

Click [HERE](#) to log in to Skillsoft.

Resource	ID
Positive Atmosphere: How Organizational Learning Drives Positive Change	ID: ald_03_a03_bs_enus
The Fifth Discipline: The Art & Practice of the Learning Organization	ID: 120357

The Pen



### Learning Paths

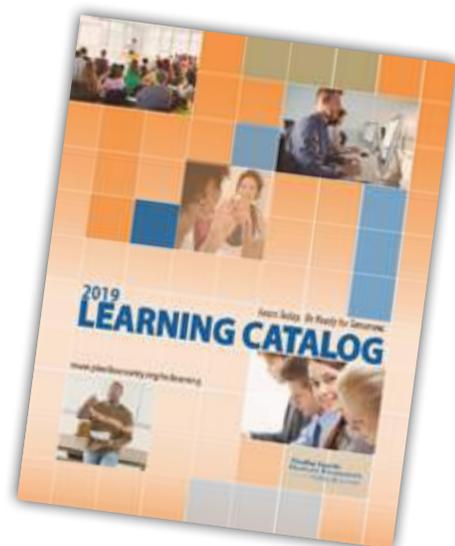
There are seven Learning Paths to help you build knowledge and skills progressively over time. Certificates and microcertifications are available for successful completion.

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

## Learn Today, Be Ready for Tomorrow

*The 2019 Learning Catalog is now available*

The [catalog](#) presents learning opportunities for employees and members of the Consortium and provides a framework to develop your knowledge and skills.



# SERVICE ANNIVERSARIES

## 30 YEARS



Shea Jackson, *Parks & Conservation Resources*,  
Jeff Dyar, *Public Works*,  
Wendy Neville, *Clerk of the Circuit Court*



James Hodrick  
*Utilities*



Martha Rowe  
*Tax Collector's Office*

## 25 YEARS



Becky Batten  
*Office of Technology & Innovation*



Joyell Bobala  
*Tax Collector's Office*

## 20 YEARS



Barbara Fore, *Building Services*, Nicole Boucher, *Safety & Emergency Services*, Dawn Schmerer, *Tax Collector's Office*, Sonja Kouimanis, *Tax Collector's Office*

## Unavailable for Photo

**35 Years** Robbie Allen, *Real Estate Management*, Gary Dorsey, *Utilities*, Roderick Hayward, *Utilities*

**30 Years** Darrell Miller, *Utilities*, Chrishun Nelson, *Public Works*, Marsha Ouellette, *Clerk of the Circuit Court*, Kevin Robinson, *Public Works*, Terrance Trehy, *Utilities*

**25 Years** Patrick McGory, *Parks & Conservation Resources*, Kenneth Morrissette, *Public Works*

**20 Years** Edward Henderson, *Utilities*, Maria Singson, *Tax Collector's Office*

## 20 YEARS



Dakesia Campbell  
*Tax Collector's Office*



Terrie McLane  
*Clerk of the Circuit Court*



Hien (Robert) Tran  
*Clerk of the Circuit Court*

Service Anniversaries continued next page.

# RETIREMENTS

## OVER 30 YEARS



**Roger Brunk**  
*Craftworker 1*  
*Real Estate Management,*  
*Detention Center*

## OVER 30 YEARS



**Mark Woodard**  
*County Administrator*  
*Board of County*  
*Commissioners*

## OVER 20 YEARS



**Charlene Smith**  
*Accounting Manager*  
*Tax Collector's Office*

## OVER 20 YEARS



**Janet Donegan**  
*Building Services Specialist*  
*Building Services*

## Retiree Unavailable for Photo

### Over 23 Years

Amelia Grimm, *Department Computer Support Specialist, Development Review Services*

*Service Anniversaries continued from previous page.*

### 15 YEARS

Kennan Borne.....Clerk of the Circuit Court  
 Katherine Burbridge.....Management and Budget  
 Tiffany Clayton.....Clerk of the Circuit Court  
 Kenneth Dailey.....Property Appraiser's Office  
 Tiffany Jacobs.....Human Services  
 James Marangi.....Public Works  
 Brea Mullins.....Human Services  
 Rosemarie Pasek..... Management & Budget

### 10 YEARS

Robert Burnes.....Public Works  
 Steven Daniel..... Real Estate Management

### 5 YEARS

Steven Baumann.....Planning  
 Mark Becker.....Property Appraiser's Office  
 Sarah Caper.....Forward Pinellas  
 Michelle Coletti-Iacono.....Safety & Emergency Services  
 Becky Cook..... Utilities  
 Russell Cowper.....Building Services  
 Catherine Eichner..... Solid Waste  
 Cherie Epley.....Clerk of the Circuit Court  
 Daniel Fedor..... Business Technology Services  
 Shawn Gardner..... Utilities  
 John Haggerty.....Safety & Emergency Services  
 Jacob Hudak.....Safety & Emergency Services  
 Calvin Hunsinger.....Safety & Emergency Services  
 Jill Maxwell.....Human Services  
 Christopher Pace..... Business Technology Services  
 Abigail Stanton.....Human Services  
 Evgueni Stiajkine..... Utilities  
 Kelly Vicari..... County Attorney's Office

## REPCO News

The next REPCO lunch meeting will be February 11, 2019 at Applebee's Restaurant located at 5110 East Bay Drive. The meeting will start at 11:30 a.m. Our speaker will be Certified Financial Planner Curtis Chambers. Mr. Chambers will provide a presentation on Investing for Retirement. If you have any questions, contact Rudy Garcia at (813) 855-3466 or [rdgarcia@verizon.net](mailto:rdgarcia@verizon.net).

### 3 YEARS

Haley Bean.....Safety & Emergency Services  
 Brett Burks.....Forward Pinellas  
 Marlo Coleman.....Public Works  
 Chrishonna Daniels..... Tax Collector's Office  
 Daryl Dixon.....Public Works  
 Lauren Doing..... Development Review Services  
 Chante Douglass.....Safety & Emergency Services  
 Terrence Dukes.....Property Appraiser's Office  
 Precious Gibson.....Marketing & Communications  
 Christie Gilbertson.....Clerk of the Circuit Court  
 Mark Griffin.....Supervisor of Elections Office  
 Paul Herbert..... Business Technology Services  
 Richard Kahler..... Risk Management  
 Kenneth Klootra..... Utilities  
 Caroline Lanford.....Planning  
 Christopher Mejia..... Tax Collector's Office  
 Carolyn Murray..... Utilities  
 Stephen Parker.....Development Review Services  
 Marie Rhine.....Safety & Emergency Services  
 Cody Shawders.....Public Works  
 Ron Smith.....Public Works  
 Bryant Williams..... Utilities  
 Joshua Wyles..... Utilities  
 Monica Williams.....Clerk of the Circuit Court

# Promotions

Promotions listed are for December 2018.

## Board of County Commissioners

### Convention & Visitors Bureau

Michelle Poyet.....CVB Sales Rep

### County Administration

Cheryl Leyenaar..... Exec Admin Spec

### Safety & Emergency Services

Brian Adkison..... 911 Pub Safety Telecomm 3

Katherine Ellis..... 911 Pub Safety Telecomm 3

Philip Hazlett..... 911 Pub Safety Telecomm 3

### Development Review Services

Stephen Parker..... Dept Comp Supt Spec 1

### Management & Budget

Andrew Brown.....Bud & Fin Mgmt Analyst

### Technology & Innovation

Vikas Kurich.....Info Tech Analyst Sr

David Sereboff..... Infor Tech Analyst Sr

### Parks & Conservation Resources

Jeremy Kapfenstein..... Park Rngr 1

Kyle Wagner..... Park Rngr 1

### Public Works

Michael Newton..... Crew Chf 1

Edward Ramous..... Fld Insp 2

Malcolm Seaman III..... Crew Chf 1

Wesley Sonnenberg..... Fld Insp 2

### Real Estate Management

Mitch Gryboski..... Facility Mgr

Rebecca Lishefski..... Real Prop Spec 1

John Smith..... Constr Admin

### Utilities

Patsy Heiss.....Dept Admin Mgr

Ryan Kinsler..... Elect Equip Tech 2

David Lasslo..... Wtr/Wstewtr Plt Oper 3

Justin Manning..... SCADA Supt Coord

Benjamen Wam..... Elect/Mech Tech 1

Matthew Woodham..... Prof Eng 1

## Business Technology Services

Nathan Coleman.....Chf Info Tchnlgst

Lisa Williams.....Chf Info Tchnlgst

Louis Ricardo..... Info Tech Analyst

## Clerk of the Circuit Court

Hector Esteves..... Asst Mgr CCC

Stephanie Gibbons..... Fis Rec Spec

Alan Hebdon..... CCC Proj Plan & Compl Ofcr

Rebecca Kindelspire..... Rec Spec 2

Karen Serrano..... Fis Rec Spec Sr

## Tax Collector's Office

Julie Hall..... Tax Tech 3

Nicole Ingram..... Tax Tech 2

Michael Jenkins..... Tax Tech 2

Brenda Santiago..... Tax Tech 2

Donna Verrett..... Tax Tech 3

Sarah Listemann..... Tax Col Acctg Mgr

The Pen



### Regan

5-1/2 year-old male, about 62 pounds  
Regan has a New Year's Resolution – he wants to be the best boy he can be to find his forever home. Regan will support you whether you reach your goals for this year or not. Want someone who is always in your corner? Adopt Regan and help him reach his goals.

### Elsa

2 months old  
Little Elsa has just left foster care. As a playful kitten the world is full of wonder and joy. She truly loved the time spent with her foster family but is excited to start the next chapter of her life – with her forever home.

Kittens just like Elsa needs fostering throughout the year. Please come visit with Elsa and maybe her magic will weave a spell around you. But if not, then consider fostering by contacting 582-2600, option 8, or putting in an application at [www.pinellascounty.org/volunteer](http://www.pinellascounty.org/volunteer).



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](http://www.pinellascounty.org/animal_services/Adoption_Center.htm).

# Welcome Aboard!

New employees listed are for December 2018.

## Board of County Commissioners

### EMS/Fire Admin

Brooke Coslett..... Contract Admin Coord 1

### Human Services

Jacquelin Civello..... Just Prog Analyst

### Technology & Innovation

Charles Carroll.....Mgr Info Tech

### Parks & Conservation Resources

Brandon Noble..... Park Rngr 1

Marla Garris.....Office Asst

Daniel Runyon..... Park Rngr 1

Mathew Eberius.....Proj Mgmt Spec 2

### Planning

Smita Ambadi .....Principal Planner

### Real Estate Management

Phillip Gile .....Craftwkr 1

### Risk Management

Shelly Swed..... Claims Case Mgr RN

### Utilities

Kelsie Cross..... Cust Svcs Spec

Raymond Wells..... Util Maint Wkr

Maureen King ..... Cust Svcs Spec

## Tax Collector's Office

Jonathan Crump..... Cust Svcs Tech

Terrell Hamm ..... Cust Svcs Tech

Colby Cole..... Cust Svcs Tech

Anthony Rupansingh.....Cust Svcs Tech

John Cadarette.....Cust Svcs Tech

LaQuisha Wilson .....Cust Svcs Tech



New Employee Orientation 12/10/18.



New Employee Orientation 12/17/18.

## What's Your Bright Idea?

The Employee Suggestion Awards Program has been rewarding employees for their suggestions for almost four decades.

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](#).



Pinellas County  
**BRIGHT IDEA AWARD**

# Consumer Corner *Deep in Debt?*

For most of us, paying with credit is the easiest way, but paying off those credit cards is not so easy. Months into the New Year, we're still paying for holiday gifts we don't remember buying and with interest adding up, we're paying double or triple the original price.



Connie Consumer

If you're getting deeper into debt and looking for a way out, beware of scammers.

Scammers target people in financial distress, offering debt relief services or credit repair. They falsely promise to negotiate with your creditors to reduce your debt. Consumers are charged large up-front fees, for little or no service in return, causing more financial despair.

Excessive debt doesn't disappear overnight, it takes time to pay it off and repair your credit. Here's a few tips to help you become debt free:

- ▶ Put away the credit cards. If you're continually adding to your debt, you'll never pay it off.
- ▶ What's a necessity and what's luxury? Take a serious look at your monthly spending, from your bills to purchases. Then eliminate a few luxury items and apply that money towards your debt.
- ▶ Pay off your debt, smallest to largest. When paid in full, take that money and apply it to your next smallest debt. Keep going until you're debt free.

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](http://www.pinellascounty.org/consumer/tips.htm).

## Create Sustainable Solutions

Vision • Innovation • Collaboration



### Happy New Year!

Be more sustainable this year by making these a habit:

- ▶ Reduce Phantom Energy (unplug)
- ▶ Buy locally sourced goods
- ▶ Take shorter showers
- ▶ Bring your reusable bags



The Pen

## THE RECORD KEEPER

### Retention Codes



When packing your records for storage, it is very important to have records with similar dates and retention code durations in the same box.

For example, if a box has one record with 25 year retention but the rest of the records only have 3 year retention, the entire box would need to be kept for 25 years. That means that records that should have been destroyed after 3 years would still be available and utilizing storage space.

If you have questions about retention codes, please contact us in Records Management at (727) 464-5555.



Florida Retirement System (FRS) Investment Plan employees will receive an email in January asking you to complete a survey about your level of satisfaction with the services provided by the Investment Plan. FRS plans

to email the survey on January 20 and the email will come from the following email address:

**14470YBR@alight.com.**

Your response will help FRS pinpoint any areas that need improvement. We encourage Investment Plan employees to complete the survey.

# The Pen Extra

Your Source for Employee Info

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

## Gone but not Forgotten

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



**James Browning**, 67, of Hudson, passed away December 20. He retired from Public Works, Highway North, Bridges and Concrete, in 2009 with over 35 years of service. [Read his obituary.](#)

**Henrietta Hartford**, 91, of Palatka, passed away December 6. She retired from the Parks Department in 2001 after 21 years of service. [Read her obituary.](#)

## Introducing ...



Welcome **Frederick Francis Ryczek**, born November 29, 2018. He was 9 pounds 11 ounces and 21.5 inches long. Mom and dad are Elizabeth and Ryan Ryczek (Public Works, Environmental Management) and big sister is Adelaide.

Welcome **Dominic Robert Stolar**, born November 26, 2018 at 8:23 a.m. He was 7 pounds, 1 ounce and 20.5 inches long. His mom and dad are Christina and John Stolar (Tax Collector, North County office). He is also welcomed by older brother and sister, John (3 years old) and Gianna (2 years old).



## Classified Ads

**For Sale** — Verizon Apple iPhone 6S 64g unlocked with original box, charger, earbuds, newer battery, Otter case, screen saver in excellent condition. Phone has been reset to factory specifications. No scratches or dents. Cash only \$225. Will meet in a protected location only: North County Pinellas County Sheriff's Station, Bayshore Blvd., Dunedin, or will come to the Clearwater office to meet you. (727) 424-4845.

