

The Pen

Pinellas Employees Newsletter

February 2019 • Vol. 47 No. 2

www.pinellascounty.org/hr/publications.htm

Kids Tag Art Pinellas Results

Contributed by the Tax Collector's Office



Charles W. Thomas, pictured with Tax Collector Choice Award winner Madison E. of Fuguitt Elementary School in Largo



On January 17, Pinellas County Tax Collector Charles W. Thomas hosted the Kids Tag Art Pinellas award ceremony, honoring 5th graders from 52 local schools. Students created front license plate designs during art class, with a juried art panel selecting the top designs for awards. Winning artists received medals, certificates, and framed copies of their artwork.

The Pinellas County Tax Collector's Office has raised over \$125,000 for elementary art programs and college scholarships through Kids Tag Art Pinellas from sponsor donations and the online sale of student-designed front license plates.

Winning artwork will be displayed at all six Pinellas County Tax Collector's Office locations. View photos of the submissions on the [Tax Collector's Facebook page](#).

Human Resources' 2018 Annual Report is Now Available

The 2018 Annual Report chronicles the accomplishments of the Human Resources team during 2018. The ways we have worked and innovated to advance our mission "*Cultivate a diverse, talented and engaged workforce prepared to effectively serve the citizens of Pinellas County.*"

DIVERSE: We made more connections in the community to attract qualified candidates who reflect the people who live where we live.

TALENTED: We initiated **43 NEW** instructor-led learning opportunities to help employees sharpen skills, increase knowledge and develop or enhance abilities.

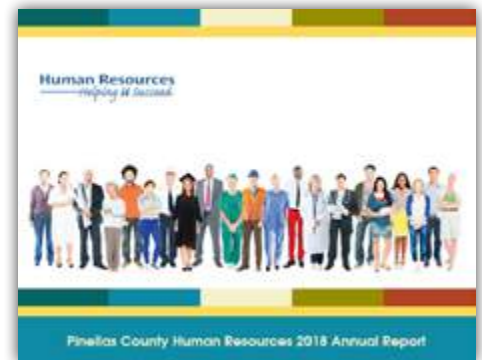
ENGAGED: We sought out ways to listen to employees and to respond to employee needs. Examples include launching an HR Customer Satisfaction Survey and the use of webinars during Benefits Annual Enrollment.

PREPARED: Ongoing Wellness Program offerings help employees become more engaged in their own health and well-being and therefore better prepared for life and for work.

INSIDE

Click on the topic to go directly to the page.

- 2 [State SOEs Offer 3 College Scholarships](#)
- [Ask HR / Classification & Compensation Study Listening Tour Questions](#)
- 3 [Total Rewards: Tobacco Cessation/ Children's Dental Health Month](#)
- 4 [Tornado Drill Whips Up Some Great Selfies](#)
- 5 [Enroll Today in Sunstar FirstCare Ambulance Membership](#)
- 6 [ULearnIT: Our Multigenerational Workplace / Learning Paths](#)
- 7 [Service Anniversaries / Pet Licensing Requirement](#)
- 8 [Retirements / REPCO News](#)
- 9 [Promotions / Pets of the Month](#)
- 10 [Welcome Aboard! / What's Your Bright Idea?](#)
- 11 [Green Pinellas / The Record Keeper / Consumer Corner](#)
- 12 [The Extra Section](#)



[View the Annual Report](#) by clicking the picture. If you have comments, you can reach us at employee.communications@pinellascounty.org.



“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.

The Pen

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

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.

Public Works
 22211 US Hwy. 19 N.
 Building 1, Clearwater
April 4
 12:00 - 5:00

Downtown Clearwater Courthouse
 315 Court St., west lot
April 11
 11:00 - 4:00

Mid-County Tax Collector
 13025 Starkey Road
April 16
 8:00 - 1:00

Utilities Building
 14 S. Fort Harrison Ave.
 Clearwater
April 17
 8:30 - 1:30

Mark Your Calendars

Statewide Supervisors of Elections Association Offers Three College Scholarships

Attention College Students Registered to Vote in Pinellas County: You Could be Eligible for a Scholarship in 2019!



The Florida State Association of Supervisors of Elections (FSASE), comprised of the State of Florida’s county supervisors, will award \$1,200 scholarships to three qualified students in 2019.

College students majoring in the following: political science, public administration, business administration, journalism or mass communications; enrolled as a junior or senior at an accredited Florida college or university; and registered to vote are eligible to apply.

“I hope that we receive many applications from eligible college students who are interested in this great opportunity,” said Pinellas County Supervisor of Elections Deborah Clark.

The scholarship application and complete list of scholarship guidelines, which includes requirements for letters of recommendation and financial information, are available for download at www.VotePinellas.com/Scholarships.

Scholarship applications must be received by 5:00 p.m., Friday, March 29, 2019, and should be submitted in the county in which the student is registered to vote. Students who are registered Pinellas County voters should return completed applications to any of the three Supervisor of Elections Offices: 315 Court St., Room 117, Clearwater; 13001 Starkey Rd., Largo; or 501 First Ave. N., St. Petersburg.

For additional information or to receive an application by mail, please call the Pinellas County Supervisor of Elections Office at 727-464-VOTE (8683) or email VoterEd@VotePinellas.com.

Q. I was just wondering when I can expect to hear from the County after I apply for a job. Is there a normal time-frame when I should be contacted after the application period closes?



A. Once your **application is received** you will receive an automatic response acknowledging receipt of your application.

If you do not meet the **minimum requirements** for a position, you will receive notification of that soon after you complete an application.

If you DO meet the **minimum qualifications** of the position, your application is forwarded to the hiring department where they make decisions as to who they are going to move forward in the interview process.

If the department decides to **interview** you they tend to reach out within 2-3 weeks of the job posting's close date.

Once a **selection** has been made, all candidates who applied and met the minimum qualifications of the position are notified.

The Pen Employees' Top Five Questions About the Classification & Compensation Study Implementation

Holly Schoenherr, Director of Human Resources, conducted a Listening Tour in January consisting of five sessions open to all employees around the County. Altogether, the sessions were attended by over 100 employees.

Five major concerns arose from the comments:

1. Career Ladders – *Employees expressed concern regarding changes to career ladders in their departments as some classifications were consolidated.*

A career ladder, outlined in [Rule 2 of the Personnel Rules](#) (Filling Positions), is a process designed for use in the Classified Service to move an employee to a higher classification with a higher level of responsibility within a job family without the normally-required competitive process. To address this concern, Human Resources is working with Appointing Authorities and employees to develop a new method to promote career advancement within our new classification structure.

2. The Process – *Employees voiced concerns that not all supervisors were contacted by Evergreen once JATs were submitted.* Evergreen reached out to managers as needed to reconcile apparent discrepancies or verify new information that employees provided; therefore, not all frontline managers received direct communications from Evergreen. Moving forward, Human Resources and Appointing Authorities are working together to ensure that appropriate levels of management are engaged in the process.

3. The Consultant, Evergreen Solutions – *Employees were critical of the quality of the work performed by Evergreen and questioned why they were selected for this project.* While there were a small number of errors

Top 3 Misconceptions

MYTH: *Evergreen was paid over \$1 million.*

➤ **FACT.** Evergreen was paid \$149,500.

MYTH: *Evergreen did not review all the JATs.*

➤ **FACT.** Evergreen reviewed all of the submitted JATs.

MYTH: *Not every classified employee could complete a Secondary Review Request.*

➤ **FACT.** Any classified employee could submit a Secondary Review Request.

identified in the process, Human Resources is confident in the overall quality of work performed by Evergreen when considering the total scope of work that was asked of them. The selection committee, which consisted of representatives from the EAC, the County Administrator's office, Business Technology Services, and Human Resources, identified Evergreen as the top-ranked firm due to their experience conducting similar studies for other Florida counties.

4. The Timeline – *Participants asked why the implementation was rushed.* It was important to implement before the end of FY18 so the general increase, applied in October 2018, would be applied to the new pay grades. As a result, 82% of classified employees benefited from the general increase being higher because the implementation occurred before October 1st.

5. Engagement and Communication – *Many participants felt there should have been more face-to-face communication.* While HR was in communication with Appointing Authorities, we understand that face-to-face meetings regarding these issues would have been beneficial to employees as well and will work to incorporate more personal communication in the process moving forward.

Complete summary notes of the meetings will be posted online soon. Be sure to check the [Classification and Compensation Study web page](#) for updates often.

YOUR TOTAL REWARDS

Health • Wellness • Retirement • Compensation

Quarterly Incentive Payout Schedule Updated

The Incentive Payout Schedule has been updated. The wellness incentives are reported and processed quarterly. It can take about 8 weeks to process once the quarter ends. To learn more about the Wellness Incentive Program, visit www.pinellascounty.org/hr/incentive.

Incentive Payout Schedule	
Activities Completed Within:	Incentive Rewarded in:
January to March (First Quarter)	June
April to June (Second Quarter)	September
July to September (Third Quarter)	December
October to December (Fourth Quarter)	March (of the following year)

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.

UnitedHealthcare offers a free on-line program to help you create a self-paced personalized tobacco quit plan. To register, visit www.WellnesscoachingNow.com. There are a total of seven online lessons for *Quit Tobacco*, including resources such as videos and activities.

If you need support, you have access to direct coaching through live chat, secure emails, or telephone.

Pinellas County Benefits will notify you of successful completion by email.

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It's National Children's Dental Health Month

Brought to you by the American Dental Association (ADA)

Children's Dental Health Month promotes the benefits of good oral health to children, their caregivers, teachers and many other. This year's slogan is "Brush and clean in between to build a healthy smile."



Check out Cigna's [Tips to Keep Your Kids' Smiles Happy and Healthy](#).

Take Care of Yourself

In [February's To Your Health](#) newsletter, you will find articles:

- What you need to know about anxiety
- How to find the best healthcare provider for you
- Take a *Healthy Heart Questionnaire*
- Learn about Cross Training
- See *Wear Red Day* employee photos!



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.

BENEFITS PARTNERS

DENTAL
Cigna
(800) 244-6224
www.mycigna.com

EAP/BEHAVIORAL HEALTH
ComPsych
GuidanceResources
(866) 615-3047
www.guidanceresources.com

FLEXIBLE SPENDING ACCOUNT (FSA)
WageWorks
(877) 924-3967
www.wageworks.com

HEALTH SAVINGS ACCOUNT (HSA)
Optum Bank
(800) 791-9361
www.optumbank.com

LIFE INSURANCE
Standard Insurance Company
(855) 290-9479
www.standard.com

MEDICAL
UnitedHealthcare
(888) 478-4752
www.myuhc.com

PRESCRIPTION
Express Scripts
(866) 544-9221
www.expressscripts.com

VISION
Davis Vision
(800) 999-5431
www.davisvision.com

Tornado Drill Whips Up Some Great Selfies

Contributed by Emergency Management

For the third year in a row, Pinellas County employees threw themselves into the competition to win the 2019 Great Tornado Drill trophy. The Great Tornado Drill was held on Jan. 16. Residents, businesses, schools and public agencies from throughout the County participated by practicing how to find safe shelter and “duck and cover” at the time of the drill.

County departments participated with great enthusiasm. While many of the photos were creative and clearly took much planning, only those who demonstrated a genuinely safe way to shelter during a tornado were considered.

Two trophies were awarded: one to the Commissioner’s Office and one to the Clerk’s Office. The judges were comprised of staff from Marketing &

Communications and Emergency Management.

It was a difficult choice because so many employees knew exactly what to do to seek safety and chose the proper shelters: closets, under desks, stairways. Even out in the field, Public Works hid in a large pipe because there was nowhere else to hide.

Kudos to all!

When an actual tornado warning is sent out, make sure you and your family are ready. To be warned when a tornado is in the area sign up for **Alert Pinellas** at www.pinellascounty.org/alertpinellas.

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The winning post for the Office of Ken Burke, Clerk of the Circuit Court and Comptroller, Criminal Court Records. Thanks to the whole crew! The office already has a NOAA weather alert radio so that they can be warned when a tornado is in the area.



Dustin Guinta from the Commissioners’ office holds the 2019 Great Tornado Drill trophy. He was also given a NOAA Weather Alert Radio for the BCC office.

The winning post for the Board of County Commissioners’ (BCC) office. The BCC demonstrated one of the best ways to hide from the wind: Find an interior room with no windows and duck and cover. In the selfie, we can only see Dustin as he closes the door on the rest of the folks in the BCC offices, who are seeking refuge in a closet. What a good example!

More Tornado Drill Selfies



Planning Department



Supervisor of Elections



Parks Admin.



Economic Development



Real Estate Management



William E. Dunn Water Reclamation Facility

Enroll Today in the Sunstar FirstCare Ambulance Membership

Contributed by Marketing & Communications

In the event of an accident, need for urgent treatment, or medically needed non-emergency transport, medical costs, including ambulance transport, can add up.



- FirstCare annual membership lessens costs associated with ambulance transport
- Helps reduce deductible and coinsurance, denials for coverage, or uninsured costs
- Plan ahead, sign up and pay an annual fee of \$68 for individuals, or \$103 for your household, having the peace of mind that you're covered

Enroll today in the Sunstar FirstCare Ambulance Membership, for more information call (727) 582-2008 or visit www.pinellascounty.org/firstcare.

Pinellas County Solid Waste Needs Community and Business Partners to “Talk Trash”

New online survey first public engagement step in developing 30-year master plan

From Pinellas County press release.

Solid Waste is seeking feedback from residents, businesses and business partners about its existing solid waste operations, programs, facilities, technologies, and countywide recycling and diversion programs, as well as ideas for future projects through a [new online survey](#).

Planning over a 30-year horizon is an industry best practice, enabling the County, its municipalities and business partners to best determine where to focus key efforts to help extend the life of the landfill, preserve and enhance the environment and add to the overall quality of life in Pinellas County.

The survey closes at the end of February.

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](#)
- [Learning 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)

Follow Us on Social Media:

- Facebook - [PCGovCareers](#)
- Facebook - [PinellasVolunteers](#)
- Twitter - [PCGovCareers](#)
- Twitter - [VollnPinellas](#)
- Instagram - [PCGovCareers](#)
- LinkedIn - [PinellasCounty](#)

Learn About the Latest EAC Activities:

- [Employees' Advisory Council](#)

Stay Up-to-Date on Projects:

- [Classification & Compensation Study](#)

The Pen

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 the website: <https://pinellasparler.toastmastersclubs.org/>. Club president: Patsy Heiss, DTM, TMPresident1@gmail.com

WHERE LEADERS ARE MADE





ULearnIT Here First

Brought to you by: Human Resources Organizational & Talent Development

Our Multigenerational Workplace

For the first time in business history, there are five distinct generations trying to coexist in the workplace. This diversity provides unique backgrounds and perspectives, but can also lead to misunderstandings and conflict.

The challenge for today’s leaders is: How can we get these diverse generations with different leadership, communication, and career styles to connect and cooperate?

Generations by the Numbers *

- Traditionalists (ages 71-89)
- Baby Boomers (ages 54-70)
- Generation X (ages 34-53)
- Gen Y/Millennials (ages 21-33)
- Generation Z (under 20)

Values that matter for every age *

- Feel respected – treated fairly
- Work that provides personal satisfaction
- Have opportunities for mentoring
- Understand the big picture—clear sense of purpose
- Receive effective communication—being listened to
- Get positive feedback
- Experience an exchange of ideas

* Source: Society for Human Resource Management (SHRM)

Steps to Increase Positive Interactions

1. Don’t dwell on differences

- a. Focus more on similarities
- b. Avoid generational stereotypes

2. Build collaborative relationships

- a. Get to know each other to understand and appreciate more
- b. Create opportunities for employees of different generations to interact

3. Study employees

- a. Understand workplace demographics and employee communication preferences
- b. Use surveys to identify differences and similarities of various employee groups

4. Create opportunities for cross-generational mentoring

- a. Not just older generations mentoring younger generations; it should go both ways
- b. All age groups have opportunities to learn from each other

5. Consider life paths

- a. Understand where employees are in life in terms of responsibilities and interests
- b. Don’t make assumptions; every generation shares commonalities and differences

Learn more about how to communicate with, provide learning opportunities for, and manage all five generations in the workplace by attending an upcoming [Instructor-Led class](#). The next class is February 28.

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Additional ULearnIT Resources

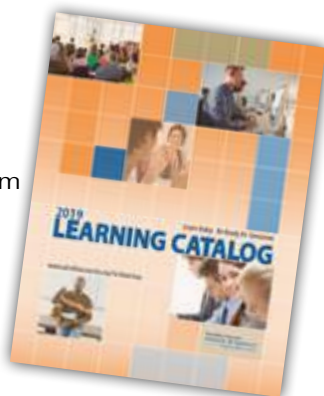
(Copy ID into search field after logging in.) Click [HERE](#) to log in to Skillsoft.

Resource	ID
Managing Multigenerational Employees	ID: amg_05_a02_bs_enu
Maintaining a Cohesive Multigenerational Workforce	ID: amg_05_a01_bs_enu

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.



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 learning@pinellascounty.org or call (727) 464-3796.

SERVICE ANNIVERSARIES

30 YEARS



Carla Mitchell
Public Works

25 YEARS



Clark Scott
Human Services

20 YEARS



Rebecca Wills
Economic Development

Unavailable for Photo

- 30 Years**
Cyndi Simmons,
Commissioner's Office
- 20 Years**
Willie Fort, Utilities

15 YEARS

- Michael Franklin..... Airport
- Peggy Sellards..... Human Resources
- Ross Walker..... Animal Services

10 YEARS

- Christopher Carfora..... Utilities
- Richard Carvale..... Tax Collector's Office
- Dave Fechter*..... Public Works
- Edward Parrado..... Tax Collector's Office

5 YEARS

- Javier Bermudez..... Business Technology Services
- Alicia Booth..... Tax Collector's Office
- Lauren Botbyl..... Clerk of the Circuit Court
- Quiana Christensen..... Utilities
- Nathan Coleman..... Business Technology Services
- Joseph Graham..... Utilities
- Aimee Janvrin..... Animal Services
- James Johnson..... Public Works
- Blake Lyon..... Development Review Services
- Peggy Morgan..... Public Works
- Douglas Paradis..... Utilities
- Frankie Piland..... Development Review Services
- Jason Rivera..... Management and Budget
- Paul Rotolo..... Clerk of the Circuit Court
- Ashley Skubal..... Human Resources

3 YEARS

- Laura Albenzio..... Clerk of the Circuit Court
- Scott Anderson..... Tax Collector's Office
- Timothy Benjamin..... Public Works
- Marci Colton..... Tax Collector's Office
- Vienda Facyson..... Clerk of the Circuit Court
- Sara Gordils..... Human Services
- Glenn Goss..... Public Works
- Michael Howsare..... Building Services
- Candace Keene..... Clerk of the Circuit Court
- Kerry McDermott..... Development Review Services
- Janet McMahon..... Tax Collector's Office
- Michelle Monendo..... Property Appraiser's Office
- Dayne Morris..... Development Review Services
- Alejandro Murgueytio..... Clerk of the Circuit Court
- Tue Nguyen..... Clerk of the Circuit Court
- Nichelle Palmer..... Clerk of the Circuit Court
- Timothy Ramsberger..... Convention & Visitors Bureau
- Carrie Ratliff..... Tax Collector's Office
- Daniella Rodriguez..... Tax Collector's Office
- Jacqueline Schneider..... Clerk of the Circuit Court
- Jason Stanley..... Clerk of the Circuit Court
- Diane Stockdale..... Clerk of the Circuit Court
- Diana Sweeney..... Safety & Emergency Services
- Marlica Tomlinson..... Clerk of the Circuit Court
- Paul Weaver..... Public Works
- Kyle Whitehurst..... Clerk of the Circuit Court

*Effective January, 2019.

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Did You Know ... ?

Every dog and cat more than four months old must be licensed in Pinellas County. The license certifies that your pet has been vaccinated against rabies by a veterinarian or by Animal Services. Dogs and cats that move into Pinellas County must obtain a new license within 30 days. For more information about pet licensing, visit www.pinellascounty.org/animalservices.



RETIREMENTS

OVER 35 YEARS



Frank Galvao
Craftworker 1
Parks & Conservation
Resources

35 YEARS



Gary Dorsey
Utilities Maintenance
Specialist 4
Utilities

35 YEARS



Robbie Allen
Craftworker 1
Real Estate Management

31 YEARS



Jeffrey Gates
Executive Director
Court & Operational Services
Clerk of the Circuit Court

OVER 30 YEARS



Barry Dunmire
Assistant Appraisal Director
Property Appraiser's Office

OVER 30 YEARS



Gill Hammond
911 Public Safety
Telecommunicator 2
Regional 911

OVER 28 YEARS



Margaret Dohrman
911 Public Safety
Telecommunicator 2
Regional 911

OVER 27 YEARS



William Hanger
Planning Analyst
Forward Pinellas

OVER 21 YEARS



Eardel Watts
Utilities Maintenance
Specialist 2
Utilities

OVER 14 YEARS



Richard Combs
Utilities Maintenance
Specialist 2
Utilities

Retirees Unavailable for Photo

35 Years

Roderick Hayward, *Utilities Maintenance Specialist 2, Utilities*

Over 30 Years

Vickie Tingue, *Revenue Management Supervisor, Utilities*
Ova Moore, *Craftworker 2, Real Estate Management*

Over 25 Years

Roger Overby, *Craftworker 2, Real Estate Management*

Over 10 Years

Ken Lanphar, *Elections Administrator, Supervisor of Elections*

REPCO News

The next REPCO lunch meeting will be **March 11, 2019** at Applebee's Restaurant located at 5110 East Bay Drive. The meeting will start at 11:30 a.m. A representative from Pinellas County Consumer Protection will join us and provide a presentation on "scams." If you have any questions, contact Rudy Garcia at (813) 855-3466 or rdgarcia@verizon.net.

Promotions

Promotions listed are for January 2019.

Board of County Commissioners

Building Services

Andrea Dickens.....Admin Supt Spec 1
Michael Netzel Plmbg Insp 1

Convention & Visitors Bureau

Craig Campbell..... CVB Mgr
Sarah Kirchberg..... CVB Mgr

Development Review Services

Steven Krok*.....Code Enf Ofcr 2

Safety & Emergency Services

Kimberly Gajan.....Admin Supt Spec 1

Economic Development

Carolyn Murray Bus Asst Spec 1

Public Works

Brent Hall.....Sect Mgr 1
Michael Schoppe Maint 2

Purchasing

Edgar Lopez.....Procurement Analyst Asst

Utilities

Denise DiamondInfo Tech Spec
William Peters Proj Coord-Tech

*Effective September 2018.

Clerk of the Circuit Court

Tiffany Clayton.....Asst Mgr
Shantina Collins Fis Rec Spec
Brant Flowers..... Fis Rec Spec
Tina Gasperson Fis Rec Spec
Marjorie Maxey Rec Spec Supv
Nichelle Palmer Fis Rec Spec
Joseph Lauro Info Tech Sys Analyst 1
Rhonda Richardson Exec Asst

Property Appraiser's Office

Glensy Guerre..... Prop Rclds Spec
Christa O'Brien Prop Rclds Tech
Jackie Warr..... PAO Trng Coord

Supervisor of Elections

Michelle Barnes Office Spec 2
Holly Cole.....Accountant 2
Ljilja CvijicAdmin Supt Spec 1
Laurie FidlerAdmin Supt Spec 1
Rhonda Monahan Office Spec 2

The Pen

Pets of the Month

Contributed by Season Groves, Pinellas County Animal Services



Kitty

Her name isn't the best fit for exotic good looks and matching *purrsonality*. Good thing she isn't attached to it – we're sure her new family will choose a more fitting title. At 6 years, this beauty is in the prime of her life – she prefers a place to lay in the sunshine like a nice window seat or a warm lap.



Marty

Marty is unsure of himself amid the noise in the kennels. Once out of the kennel though, he appears well housebroken and lights up with joyful wags and kisses for the other dogs. This tan pooch is irresistibly handsome, has green eyes, and weighs about 50 pounds. He's loyal to his handlers and enjoys time with dogs and *hoomans* alike. A comfy home and canine sibling would be right up his alley.

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

Welcome Aboard!

New employees listed are for January 2019.

Board of County Commissioners

Airport

Daniel SmithElectrician 1

Animal Services

Allison EgelandAni Svc Rep

Development Review Services

Michael DeMarcoEng Tech 2

Office of Technology & Innovation

Bhumi GandhiInfo Tech Analyst

Parks & Conservation Resources

Dan SingsonMail Courier

Public Works

Richard CopechalLand Surv Tech 2

Lance LewisMaint 2

John RiemanAEO 1

Regional 911

Janetta Lynch 911 Pub Safety Telecomm 1

Scott Miller 911 Pub Safety Telecomm 1

Stephanie Runion 911 Pub Safety Telecomm 1

Real Estate Management

Robert Bigenho Craftwkr 1

Austin Davis Craftwkr 1

Solid Waste

Laurie King Scalhhs Svcs Spec 1

Brian WhitsettSolid Waste Prog Asst

Utilities

Michael Blood Meter Rdr 1

Evan Erickson Elec/Mech Tech 1

Ryan Fanning Util Maint Wkr

Bryan O'Day Meter Rdr 1

Business Technology Services

Phillip Hartsfield Info Tech Analyst Sr

Michael McGrathInfo Tech Spec

Clerk of the Circuit Court

Wendy Isaacs Rec Spec 1

Angie Oxley Mgr Fin Acctg

Brandi Shappell Rec Spec 1

Michelle Stegeby Info Tech Sys Analyst Spec

Kamaria Wilson Rec Spec 1

Human Resources

Tywanna McGee HR Coord

Tax Collector's Office

Larry SimmonsCust Svcs Tech

The Pen

What's Your Bright Idea?



Pinellas County BRIGHT IDEA AWARD

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](#).



Print and post the Bright Idea flyer at your work location!



Consumer Corner

With tax season upon us and your W-2 in hand, Pinellas County Consumer Protection reminds you to protect your personal and financial information from the threat of identity theft. Your tax returns contain sensitive information that a thief could use to get a job, file your taxes or open credit in your name. Before you prepare your tax returns, here are a few tips to lessen the chance you'll be a victim:



Connie Consumer

- File your tax return early, before anyone else tries to file in your name.
- When filing electronically, use a secure internet connection; avoid using public WIFI. Otherwise, mail your tax return directly from the post office.
- Get recommendations and research a tax preparer thoroughly before you hand over personal information.
- Shred copies of your tax return, drafts, or calculation sheets you no longer need.
- Remember the IRS won't contact you by email, text, or social media. If the IRS needs information, it will contact you by mail.

For more information about identity theft contact Pinellas County Consumer Protection at (727) 464-6200 or at www.pinellascounty.org/consumer/tips.htm.

Create Sustainable Solutions

Vision • Innovation • Collaboration



Green
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Use this beautiful Florida weather to learn more about the County's natural resources by attending free guided hike/canoe tours at [Brooker Creek](#) and [Weedon Island](#) Preserves!



Click images for more information.

THE RECORD KEEPER

Returning Files And Boxes to the Records Center

When preparing files or boxes for return to the records center, please be sure to include the entire box or file that was originally sent to you. Submitting a re-file request in the Oracle Records Management System should only be done when your file or box is ready to be placed in the interoffice mail for return to us. We are not able to process files or boxes back into the records center without a re-file request.

For more information, please contact Michele Koehler in Records Management at (727) 453-3038.



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 or call 464-5098.

Gone but not Forgotten

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

Carole Holben passed away January 6, 2019. She retired from Pinellas County Utilities as an Accountant in 2003 after 24 years of service. [View her obituary.](#)



Roberta "Bobbie" Key, 78, passed away November 13, 2018. She was Public Works employee Karen Key's mother-in-law. Bobbie retired from the County as an Accountant 1, BCC Information Systems, in 2002 after 18 years of service. [View her obituary.](#)

George Payne, Jr., 75, passed away February 6, 2019. He retired from Pinellas County in 1997.



Steve Trehy, 65, passed away February 9, 2019. He was brother to Terrance Trehy, a Chemist with Utilities. Steve retired from Pinellas County Marketing & Communications in 2016 after 15 years of service. [View his obituary.](#)



Introducing ...



Welcome **Brailey Nova Wright**, born December 21, 2018. She was 7 pounds, 4 ounces and 20 inches long. Her mom and dad are Brittany and TJ Wright (daughter and son-in-law to Katherine Harris - Clerk of the Circuit Court, Criminal Court Records) and is little sister to Todd and Dario.



Welcome **Luca Joseph Gordils**, born December 15, 2018. He was 7 pounds, 4 ounces and 20 inches long. Mom and Dad are Sara (Human Services, Planning Section Manager) and Erick Gordils.

Classified Ads

For Sale — XBOX 360, Halo 4, limited edition, 320 GB hard drive, 2 controls, 1 with keyboard, \$70 Cell (727) 424-3411

