Hurricane Dorian: Employees Pitched in to Prepare

The Emergency Operations Center (EOC) reached Level 2 - Partial Activation on August 30 and then briefly Level 1 - Full Activation. A State of Emergency was declared by the Board of County Commissioners. Thankfully the storm moved away from Pinellas.

The EOC remained at Level 2 until September 4 then stood down. Meanwhile at the EOC:

- The Citizen Information Center (CIC) received 1,831 calls and engaged in 126 live chat with residents.
- Added 502 residents to special needs evacuation register.
- Saw an increase in the Alert Pinellas database of 6,238.
- Engaged with about 514 partner agencies.

Public Works and Parks staff distributed over 31,000 sandbags to unincorporated residents and checked “hot spots” around the County. Code Enforcement delivered battery backups, surge protectors and emergency resource information and donations.

83.3% of UPS employees completed the Employee Voice Survey.

In the world of professional employee survey takers, that’s called hitting it out of the park.

Results are being analyzed now by HCP Associates and will be reported to each Appointing Authority in October and November. UPS-wide results will be in the November Pen.

Thank You.
**BLOOD DRIVES**

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

<table>
<thead>
<tr>
<th><strong>Mid-County Tax Collector</strong></th>
<th><strong>North County Tax Collector</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>13025 Starkey Road</td>
<td>29399 US Hwy. 19 N.</td>
</tr>
<tr>
<td><strong>October 1</strong></td>
<td><strong>October 16</strong></td>
</tr>
<tr>
<td>8:00 - 1:00</td>
<td>11:00 – 4:00</td>
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<table>
<thead>
<tr>
<th><strong>Downtown Clearwater Courthouse</strong></th>
<th><strong>Utilities Building</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>315 Court St., west lot</td>
<td>14 S. Fort Harrison Ave.</td>
</tr>
<tr>
<td><strong>October 30</strong></td>
<td><strong>Clearwater</strong></td>
</tr>
<tr>
<td>11:00 - 4:00</td>
<td><strong>November 6</strong></td>
</tr>
<tr>
<td><strong>Tax Collector</strong></td>
<td><strong>November 6</strong></td>
</tr>
<tr>
<td>22211 US Hwy. 19 N. Building 1, Clearwater</td>
<td><strong>November 6</strong></td>
</tr>
<tr>
<td><strong>November 7</strong></td>
<td><strong>November 6</strong></td>
</tr>
<tr>
<td>12:00 - 5:00</td>
<td>8:30 - 1:30</td>
</tr>
</tbody>
</table>

**Mark Your Calendars**

View the NEW blood donation web page.

**HR Wants Your Feedback**

Have you seen the “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.

**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.

**Tribute**

**Michael Schmidt**

Michael, 56, of Clearwater, passed away August 29, 2019.

From his coworkers at the Clerk’s Office.

Mike started his career with the Clerk’s Office in the Board Records Department on May 5, 2005 as a Records Specialist 1. He later transferred to the Criminal Customer Service Department as a Fiscal Records Specialist. He was promoted to Board Reporter and returned to the Board Records Department in November 2006, where he spent the remainder of his time with us.

Mike was an excellent Board Reporter and a consummate professional. He served as a lead worker in the department, assisting in training several new Board Reporters over the years. He often volunteered to cover functions without being asked, making a great impact while he was here. Mike was well liked and respected by his coworkers and many others that he came in contact with over the years.

Mike is missed and his memory will be cherished.

**The Pen**

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

**HO! HO! HO!**

Do you like children?

Are you jolly?

Do you have a generous lap?

If you’d like to volunteer to play Santa for the Annual Holiday Lights in the Gardens event this year, the Florida Botanical Gardens would like to hear from you!

If you’d like to play Santa, contact the Foundation office at 582-2117.

Others interested in volunteering for the event should go to www.flbgfoundation.org/volunteer to sign up.
Q. I would like to volunteer for the Sheriff’s Department. But I don’t know if I need to get this approved by my supervisor/department or if this is handled different from an outside job. Is there anything I must do before applying for a volunteer position which will be like 36 hrs/quarter year?

A. It is always great when a County employee wishes to volunteer their time for another organization. In terms of the Personnel Rules or County policies, there is nothing that covers an individual’s desire to volunteer their time for another organization. The rules and policies cover outside employment but not volunteering. Check with your Appointing Authority or Department Director to see if s/he requires you to get permission.

It’s worth mentioning here that volunteer time may not interfere with your County duties or work hours, much like if it was outside employment.

---

Diversity and Inclusion in the Workplace

Diversity is about empowering people. It makes an organization effective by capitalizing on all the strengths of each employee. It is not about Equal Employment Opportunity or Affirmative Action. These are laws and policies.

Diversity is about all the ways we are different and similar including:
- Age • Language • Color • National Origin • Economic Status • Physical Activity • Ethnicity • Race • Family Status • Religion • Gender • Sexual Orientation • Gender Identity • Spirituality • Generation • Thought Process • Geographic Background • Views • Health Status

Diversity is one of the key words and current realities in our workplace. The intent is to create a culture where differences are valued; a place where people are valued and appreciated for their varied skills, talents and uniqueness. In today’s modern workplace, diversity isn’t just about someone’s ethnicity.

Read more about diversity in September’s Leadership Notes.

Watch the Two-Minute Tuesday “Everyone’s an Iceberg” and learn how diversity is like an iceberg.

Watch the Two-Minute Tuesday “Five Generations: One Workforce” and get valuable tips for working with Traditionals, Baby Boomers, Gen X, Gen Y and Gen Z.

Sign up for the class Multigenerational Workplace.

What’s important to remember is that diversity and inclusion isn’t a one-size-fits-all solution, but rather an ongoing conversation.
In the next few months, the Know Your Benefits Series will feature benefits programs you need to KNOW and understand so you can make the right choices for you and your family.

Make Your First Call the Right Call

Do you ever get frustrated calling one place only to find you needed to call a different place? Make your first call the right call.

For general information about your Benefits, visit the Human Resources website. Use the handy A to Z Index to help you zero in on the answers you need.

For specific information on your benefits and claims, call the plan administrator (such as UHC and Express Scripts) directly.

Look for these posters in your department for more information.

Don’t see a poster? Email employee.communications@pinellascounty.org to get one.

Personalized Total Compensation Statements Are in the Mail to Your Home

Your Personalized Total Compensation Statement shows the total value your Appointing Authority contributes to your annual wages, health benefits, financial protection and retirement benefits. Look for it in your mailbox this week.

Classification & Compensation Study Update

The Exempt employee notification timeline has been extended to allow time for Appointing Authorities to review Evergreen’s recommendations and for Payroll auditing. Final notifications will be emailed to Exempt employees by Friday, September 20. Stay up to date at www.pinellascounty.org/hr/study.

*NOTE: This does not apply to employees under the Clerk of the Circuit Court and Comptroller, Property Appraiser, Supervisor of Elections, and Tax Collector as those Constitutional Officers have chosen to maintain their current Exempt pay plan.
Who Would You Like to Represent You?

Annual elections for Employees’ Advisory Council (EAC) Representatives are coming soon. EAC Representatives advocate for you and your coworkers to the Personnel Board and the executive level decision-makers.

If you’d like to get involved, consider nominating yourself as an EAC Representative. Or think about a coworker who would be a great choice and nominate them.

Candidates are required to have been a permanent employee in the classified service for at least one year.

If you are a classified employee working in one of the following areas, watch your email for a nomination form on Monday, September 30th. The deadline for nominations will be Monday, October 14th.

| BCC Group 1                  | Maintenance North, Maintenance South, Mosquito Control & Vegetation Management, Solid Waste |
| BCC Group 2                  | Real Estate Management                                                              |
| BCC Group 6                  | Office of Management & Budget, Utilities Customer Service                           |
| BCC Group 8                  | Airport, Building Services, Code Enforcement, Commissioners, Convention & Visitors Bureau, Contractor Licensing Department, Development Review Services, Economic Development, Marketing & Communications, Office of Technology and Innovation, Planning, Purchasing, Risk Management |
| Clerk North                  | Accounting, Administration, Finance, Civil Court Records, Inspector General, North County Branch, Payroll, Printing & Mail Services, Probate Court Records, Recording Services/Official Records |
| Property Appraiser           | All classified employees at the Property Appraiser’s Office                          |
| Supervisor of Elections      | All classified employees at the Supervisor of Elections                              |

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.

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 Lisa Arispe, EAC Chair, at 464-4862 or by email at larispe@pinellascounty.org.

Learning Paths offer a unique opportunity to develop yourself and expand your skills.

Different Paths for Different Needs

There are seven Learning Paths which include instructor-led and self-paced learning to help you build knowledge and skills progressively over time. Courses are tailored for every level—core to advanced.

Certificates and microcertifications are available upon successful completion.

It’s easy to start! See the Learning Paths Guide, or email learning@pinellascounty.org, or call (727) 464-3796.

Did you know that diversity is like an iceberg, and it can sink your ship if you’re not careful? Take 2 minutes to watch the video Everyone’s an Iceberg or read the script.
Customer Service: Do you have an excellent customer service attitude?

The objective of customer service is to provide customer service. This is accomplished through interaction with customers by answering questions, resolving issues, improving credibility, and nurturing relationships. Sounds easy enough to do but creating customer satisfaction overall is done through the attitude of the person delivering the customer service.

Convey a Willingness to Help
Make yourself available to help customers in any way you can. This involves ensuring customers know that solutions are available and being receptive to problems that may arise.

Treat Everyone with Respect and Courtesy; Use Inclusive Language
Respect and courtesy encourage a reciprocal reaction from customers, which makes it easier to provide service. This involves being polite, honest, understanding, and recognizing that some difficult customers may be under stress due to problems not involving your service. Using “we” and “ours” instead of “you” and “us” helps the customer feel included in the service process rather than being on the outside.

Maintain a Positive Attitude
A positive, polite, and friendly service attitude makes everyone’s experience better.

Take Ownership Through to Resolution
Determine what the customer’s needs are and be accountable until it is delivered or resolved. This includes possible solutions, time expectations, and exactly what will be done for the customer along the way.

Actively Listen
Customers need to know that you are listening and understanding their concerns. Paraphrasing their statements or showing proper body language helps the customer know you are listening.

Customer Service has multiple facets and the attitude behind the person delivering the service is extremely important. Sign up for one of our customer service classes today by looking in our Learning Catalog. You will also find classes on Effective Listening, Body Language, and Dealing with Difficult People. Or access our online learning portal, ULearnIT, and use the search term “customer service” to find videos, courses, and book summaries on the topic. We listed one of the courses below to get you started on your learning journey.

Additional ULearnIT Resources
(Copy ID into search field after logging in.) Log in to Skillsoft.
Polishing Your Skills for Excellent Customer Service ID: acs_02_a05_bs_enus

Help Shape the Future:
Sign Up for a Learning Resources Focus Group

Thank you everyone for your participation in the recent Human Resources Organizational & Talent Development (OTD) Learning Needs Survey! We sincerely appreciate your insight in helping make the learning and development opportunities available to employees under the Unified Personnel System even better. To follow-up the survey, OTD invites employees to participate in Focus Groups we are hosting. These Focus Groups are a way for us to dig deeper into questions we have about how we can best serve employees, and what kinds of learning resources are needed for our workforce.

Who: All UPS Employees are Invited!
What: OTD Focus Group for Employees
When: September 24, 2019 (for Exempt employees) or September 26, 2019 (for Classified employees) from 2:00 p.m. – 4:00 p.m.
Where: Annex Building, 400 S. Fort Harrison Ave., Room 429, Clearwater, FL 33756
Register: In OPUS (Exempt or Classified) (email learning@pinellascounty.org if you do not have OPUS access)

If you’re able to participate, we’d love to see you there! If your schedule does not allow you to attend, don’t fret, as we plan to have other opportunities for you to provide feedback in the future.

What to Expect
• There will be up to 25 participants
• You will be asked your opinion
• All responses are valid
• Your comments will be held in confidence by all participants to ensure honesty
The EAC Employee Advocate Program: Meet an Advocate - Tami Maloney

What motivated you to become an Advocate?
I have been an Advocate since 2016 after reading about the program and observing a termination case before the Personnel Board. I realized that not everyone is able to convey their thoughts, concerns, and defense in a public forum, and may even have a fear of speaking publicly. With discipline actions being more committee or panel review in nature, I wanted to use my speaking abilities to help others fully explain the situation or circumstances that may have led them to become involved in a disciplinary action. Regardless of fault, flaws, or mistakes, I firmly believe that everyone deserves to be heard, or be represented by someone who can help them understand the situation and help them properly present their side.

What do you do?
Being an Advocate is not difficult, however temperament is an important factor. One of the most important parts of being an Advocate is helping the employee read through and understand the charges being presented, listen to their details of what transpired, and help them formulate the best approach. Sometimes the best approach is being accountable for not understanding a rule or policy while other times a defense of employee actions may be warranted. Often, it’s more about helping employees remain calm and understanding that they are not going to be the only one in the room. It can be very intimidating to be the only one on a side while speaking to several others that you may feel are “against” you. The role of the Advocate is to remain calm, non-combative, and speak to the issues at hand.

What have you learned?
When I started as an Advocate, I was not a supervisor, so my viewpoint was one-sided. Since then, I have been promoted to a supervisory position (I’m still Classified) and can now draw on my own supervisory experience to help other employees. Being both a supervisor and an Advocate does give the employees I represent an advantage, because since I’ve been through supervisory training classes, I can better see and articulate when a supervisor or manager may not have fully participated in helping an employee be successful in their position or role.

How much time does it take?
Being an Advocate is not as time consuming as it may sound. I only spend a few hours a month doing it. Sometimes a few months will go by without any requests.

How many people have you helped?
I have helped in 5-6 cases to date and I’m happy to say that none ended with a termination.

How is your help valuable to employees who need it?
An Advocate is better able to present the case without becoming angry, defensive, or combative and this ultimately helps the employee receive full absolution or in some cases a reduced disciplinary action.

What gives you the most fulfillment from being an Advocate?
Knowing that I helped someone maintain their position and ability to work. The employees I’ve helped have given me some of the most heartfelt gratitude I’ve ever experienced and the fact that I was able to help them resolve the situation in a satisfactory way brings me a great deal of joy.

What insights would you share with others considering this role?
Because of the nature of defending another person it does have an adversarial feel. The best advice I can share is not to become too personally involved and to pass on cases that may present a conflict of interest for any reason. However, if you have a desire to help others facing what can sometimes look like an uphill battle with authority, check out the Advocate Program. We all make mistakes, but everyone deserves someone to speak on their behalf, especially if they are too emotionally involved or simply are not as articulate as the opposing side.

Employee Advocates serve an important role—to help Pinellas County Classified employees resolve disputes. Advocates provide assistance with disciplinary hearings or grievances. The assistance may be over the phone, through email and/or in person. The goal of the program is to find a resolution that is beneficial to both parties. More Employee Advocates are needed. To learn more or to volunteer, visit www.pinellascounty.org/hr/advocate.

Watch this Two-Minute Tuesday about the Employee Advocate Program, or read the script.
SERVICE ANNIVERSARIES

30 YEARS

Deasie Beverly
Utilities

Raymond Letts
Utilities

Thomas Jewsbury
Airport

Minerva Santiago
Human Resources

Laurie Simmons
Property Appraiser

25 YEARS

35 Years
David Browning, Real Estate Management

30 Years
Thomas Grant, Property Appraiser’s Office

20 YEARS

Unavailable for Photo

35 Years
Deasie Beverly, Utilities

Raymond Letts, Utilities

Thomas Jewsbury, Airport

Minerva Santiago, Human Resources

Laurie Simmons, Property Appraiser

25 Years
Deasie Beverly, Utilities

Raymond Letts, Utilities

Thomas Jewsbury, Airport

Minerva Santiago, Human Resources

Laurie Simmons, Property Appraiser

20 Years
Deasie Beverly, Utilities

Raymond Letts, Utilities

Thomas Jewsbury, Airport

Minerva Santiago, Human Resources

Laurie Simmons, Property Appraiser

20 YEARS

Derrick Clark, Public Works, Kathleen Schildt, Clerk of the Circuit Court, Mark Esparza, Human Rights

Cindy Dyar
Public Works

Keith Royster
Real Estate Management

Unavailable for Photo

35 Years
Deasie Beverly, Utilities

Raymond Letts, Utilities

Thomas Jewsbury, Airport

Minerva Santiago, Human Resources

Laurie Simmons, Property Appraiser

25 Years
Deasie Beverly, Utilities

Raymond Letts, Utilities

Thomas Jewsbury, Airport

Minerva Santiago, Human Resources

Laurie Simmons, Property Appraiser

20 Years
Deasie Beverly, Utilities

Raymond Letts, Utilities

Thomas Jewsbury, Airport

Minerva Santiago, Human Resources

Laurie Simmons, Property Appraiser

15 YEARS
Sharla Becker, Public Works

Cecelia Coley, Clerk of the Circuit Court

Spencer Curtis, Parks & Conservation Resources

Theodore Dallas, Utilities

Gerald DeCaro, Utilities

Anne DeKeyser, Tax Collector’s Office

Cindy Greenough, Animal Services

Sherrie Grist, Clerk of the Circuit Court

Michele Maddox, Property Appraiser’s Office

5 YEARS
Brent Barkway, Economic Development

Aaron Brooks, Tax Collector’s Office

Ronald DiCecio, Business Technology Services

Derek Edwards, Clerk of the Circuit Court

Thomas Jablon, Real Estate Management

Ralph Jordan, Utilities

Tiffany King, Clerk of the Circuit Court

Traci McPherson, Clerk of the Circuit Court

Barbara Metcalf, Building & Development Review Svcs.

Thomas Smith, Clerk of the Circuit Court

Armando Socas, Utilities

Tiffany Switzer, Clerk of the Circuit Court

Danita Thompson, Building & Development Review Svcs.

Priscilla Towe, Safety & Emergency Services

Kelly Valdes, Business Technology Services

Melissa Wymore, Real Estate Management

3 YEARS
Jason Dearsman, Real Estate Management

Joshua Harmon-Schaefer, Office of Management & Budget

Sherilyn Harris, Planning

James Jackson, Public Works

Doreen Jackson, Supervisor of Elections

Meghan Lomas, Human Services

Lori Messenger, Building & Development Review Svcs.

Kristin Perkins, Utilities

Jermaine Raymond, Utilities

Bobby Roundtree, Parks & Conservation Resources

Kip Stickler, Real Estate Management

Ewelina Wigal, Clerk of the Circuit Court

Natalie Wilson, Clerk of the Circuit Court

Bruce Wright, Property Appraiser’s Office
**REPCO News**

The next REPCO lunch meeting will be **October 14, 2019** at Chopsticks Buffet restaurant located at 2543 Countryside Boulevard in Clearwater. The meeting will begin at 11:30 a.m. A representative from Pinellas County Employee Benefits will join us and provide an update on health insurance for retirees. If you have any questions, contact Rudy Garcia at (813) 855-3466 or rdgarcia@verizon.net.

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**Retirees Unavailable for Photo**

Over 13 Years
Florence Harding, Community Development Planning Specialist, Planning Department

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**Pets of the Month**

*Contributed by Pinellas County Animal Services*

**Michi** is a very handsome and active cat. His new family will have fun discovering which toys are his favorite. Once tired from playing, Michi enjoys hugs and cuddles.

**Pooh Bear** is a two-year-old Bulldog mix that loves to have fun. He has big brown eyes, beautiful markings and really soft fur. He will definitely get lots of attention on walks or at the dog park. He has plenty of energy for adventures but he can also be calm and cuddle on the couch with you. Pooh Bear appears house trained, accepts treats gently and is friendly around other dogs. He is good on a leash but better with a harness. He is a good boy and wants to please. Please come to the shelter and meet this handsome boy.

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](http://www.pinellascounty.org/animalservices/Adoption_Center.htm).
# Promotions

Promotions listed are for August 2019.

## Board of County Commissioners

**Administrative Services**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joseph Lauro</td>
<td>Director</td>
</tr>
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**Animal Services**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Danielle Downes</td>
<td>Ani Cntl Ofcr 2</td>
</tr>
<tr>
<td>John Hobson</td>
<td>Ani Cntl Ofcr 2</td>
</tr>
<tr>
<td>Jacob Laboy</td>
<td>Ani Cntl Ofcr 2</td>
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<tr>
<td>Lindsey Martin</td>
<td>Ani Cntl Ofcr 2</td>
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**Parks & Conservation Resources**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doris Heitzmann</td>
<td>Horticulture Ext Agt</td>
</tr>
<tr>
<td>Michelle Parker</td>
<td>Office Spec 1</td>
</tr>
</tbody>
</table>

**Public Works**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jesse Barker</td>
<td>Fld Insp 1</td>
</tr>
<tr>
<td>Rhonda Bowman</td>
<td>Sr Eng</td>
</tr>
<tr>
<td>Scott Breedlove, Jr.</td>
<td>Traf Sig Tech 2</td>
</tr>
<tr>
<td>Nicholas Burkhardt</td>
<td>Consr Mgmt Insp 2</td>
</tr>
<tr>
<td>Lawrence Clayton, Jr.</td>
<td>Maint 2</td>
</tr>
<tr>
<td>Donald Ewing, Jr.</td>
<td>Consr Mgmt Insp 1</td>
</tr>
<tr>
<td>Ryan Fanning</td>
<td>Spray Tech 1</td>
</tr>
<tr>
<td>Glenn Goss</td>
<td>Consr Mgmt Insp 2</td>
</tr>
<tr>
<td>Kevin Johnson</td>
<td>Consr Mgmt Insp 2</td>
</tr>
<tr>
<td>David Kosior</td>
<td>Traf Sig Tech 3</td>
</tr>
<tr>
<td>Jesse Prissel</td>
<td>Opsns Supv</td>
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<tr>
<td>Ron Smith, Jr.</td>
<td>Traf Tech 2</td>
</tr>
<tr>
<td>Bennie Walton, Jr.</td>
<td>AEO 1</td>
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<tr>
<td>Joseph Wolf</td>
<td>Consr Mgmt Insp 2</td>
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**Real Estate Management**

<table>
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<tr>
<th>Name</th>
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</thead>
<tbody>
<tr>
<td>Greg Herreman</td>
<td>Fleet Mech Supv</td>
</tr>
<tr>
<td>Jared Rouillard</td>
<td>Fleet Mech Supv</td>
</tr>
</tbody>
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**Safety & Emergency Services/Regional 911**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Judith Weshinskey-Price</td>
<td>911 Div Dir</td>
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</table>

**Utilities**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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</thead>
<tbody>
<tr>
<td>Jaabari Brown</td>
<td>Util Maint Spec 1</td>
</tr>
<tr>
<td>Ara Faison</td>
<td>Util Maint Spec 3</td>
</tr>
<tr>
<td>James Hewston</td>
<td>Proj Mgmt Spec 1</td>
</tr>
<tr>
<td>Philip Iacolino, Jr.</td>
<td>Cust Svcs Analyst</td>
</tr>
<tr>
<td>Rejendra Ramtahal</td>
<td>Util Maint Spec 2</td>
</tr>
<tr>
<td>Dontrell Smith</td>
<td>Wtr/Wstewtr Plt Oper 3</td>
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## Clerk of the Circuit Court

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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</thead>
<tbody>
<tr>
<td>Mary Banks</td>
<td>Fin Opns Analyst</td>
</tr>
<tr>
<td>Chris Bartlett</td>
<td>Board Rep Sr</td>
</tr>
<tr>
<td>Angel Brooks</td>
<td>Fin Opns Spec</td>
</tr>
<tr>
<td>Demetrius Middleton</td>
<td>Fin Opns Supv</td>
</tr>
<tr>
<td>Alejandro Murguyeto</td>
<td>Rec Spec 2</td>
</tr>
<tr>
<td>Pamela Rhoads</td>
<td>Rec Spec 2</td>
</tr>
<tr>
<td>Mike Sebastian</td>
<td>Rec Spec 2</td>
</tr>
<tr>
<td>Brandi Shappell</td>
<td>Rec Spec 2</td>
</tr>
<tr>
<td>Hiram Stegall</td>
<td>Rec Spec 2</td>
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</table>

## Forward Pinellas

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jared Austin</td>
<td>Prog Plan</td>
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</table>

## Supervisor of Elections

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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</thead>
<tbody>
<tr>
<td>Rhonda Monahan</td>
<td>Admin Supt Spec 1</td>
</tr>
</tbody>
</table>

## Tax Collector’s Office

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jeff Albenzio</td>
<td>Tax Tech</td>
</tr>
<tr>
<td>Laurie Banks</td>
<td>Tax Col Supv</td>
</tr>
<tr>
<td>Jordan Campbell</td>
<td>Cust Svcs Tech</td>
</tr>
<tr>
<td>Hailey Dietz</td>
<td>Tax Tech</td>
</tr>
<tr>
<td>Keisha Freeman Fulcher</td>
<td>Tax Col Asst Branch Mgr</td>
</tr>
<tr>
<td>Riana Giannico</td>
<td>Tax Tech</td>
</tr>
<tr>
<td>Sara Lakin</td>
<td>Tax Tech</td>
</tr>
<tr>
<td>Diana Quiroz</td>
<td>Tax Tech</td>
</tr>
<tr>
<td>Erin Stambaugh</td>
<td>Tax Tech</td>
</tr>
<tr>
<td>Tori Tipton</td>
<td>Tax Col Branch Mgr</td>
</tr>
</tbody>
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**Pinellas Parler Toastmasters**

Where leaders are made.

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:** Florida Botanical Gardens, Gardenia Room, 12520 Ulmerton Road, Largo. Membership is open to all.

For more information, visit the website: [https://pinellasparler.toastmastersclubs.org](https://pinellasparler.toastmastersclubs.org).
Welcome Aboard!

New employees listed are for August 2019.

Board of County Commissioners

Airport
Scott Craig .............................................. Prop & Strs Clk 3

Animal Services
Vanessa Boback ........................................... Ani Cntl Ofcr 1
Joseph Burch .............................................. Ani Cntl Ofcr 1
Faron Casey .............................................. Ani Cntl Ofcr 1

Convention & Visitors Bureau
Kymberly Murray ........................................ CVB Sales Rep

Development Review Services
Clint McWilliams ......................................... Eng Tech 2

EMS/Fire Administration
Jazmin Soloman ......................................... Contract Admin Coord

Human Services
Michelle Newton ......................................... Accountant 2

Management & Budget
Laura Gardner ............................................. Acctg Fin Tech

Planning
Jody Curry .............................................. Comm Devel Spec 2

Public Works
David Farley .............................................. Admin Supt Spec
Vittorio Hepburn ........................................ AEO 1
Shermine Howard ....................................... Maint 1
Donald Robinson ......................................... Mgmnt Analyst
Terrica Shannon ....................................... Maint 2
Angel Warf ............................................. Spray Tech 1

Regional 911
Victoria Ballard ......................................... Law Enf Telecomm
Robert Fults ............................................. Law Enf Telecomm
Omoro Pinnock ......................................... Law Enf Telecomm
Carl Scarputta ......................................... Law Enf Telecomm

Real Estate Management
Melissa Anderson ......................................... Admin Supt Spec
Marcelo Bueno Bueno ................................ Craftwkr 1
Kristine Hinton ......................................... Admin Supt Spec 1
Stacy Hipps ............................................. Admin Supt Spec 1

Utilities
Eryk Arcila .............................................. Wtr/Wstwr Plt Oper Trne
Damion Flagler ........................................... Util Maint Wkr
Catriona Freeman ........................................ Cust Svcs Spec
Lamore Henry-Wright ................................ Cust Svcs Spec
Brain Knoblock ........................................ Wtr/Wstwr Plt Oper Trne
Niva Lopez ............................................. Cust Svcs Spec
Tangia Mata ............................................ Cust Svcs Spec
Jesus Moran ............................................ Wtr/Wstwr Plt Oper 1
Christopher Vitagliano ................................ Cust Svcs Spec
Cally Wharry ........................................ Util Maint Wkr

Business Technology Services
Sachin Sharma .......................................... Chf Info Tchnlgst

Clerk of the Circuit Court
Jarrett Battyanyi ......................................... Rec Spec 1
Jill Harris ................................................ Rec Spec 1
Amanda Means .......................................... Rec Spec 1
Lacee Miller ............................................ Cust Info Ctr Spec 1
Cedale Reed ............................................ Rec Spec 1

Human Resources
Zamiul Haque .......................................... HR Analyst

Property Appraiser’s Office
Melissa Wolf ............................................. PAO Appraiser 2
John Vanheest ......................................... Comm Comm Mgr

Tax Collector’s Office
James Jones .............................................. Proj Coord Proj Mgr
Jaysha Robles Montolio ................................ Cust Svc Spec
Jose Rodriguez Santana ................................ Cust Svcs Tech
Dwayne Tuttle .......................................... Cust Svcs Tech
Michael Wonderly .................................... Cust Svcs Tech

Supervisor of Elections
Virgie Madrigal ......................................... Elect Admin

New Employee
Orientation 8/5/19.

New Employee
Orientation 8/12/19.

New Employee
Orientation 8/26/19.
Consumer Corner

Young Consumer... You’re on Your Own!

It’s very exciting to get your first credit card, rent an apartment, or buy a car. But you can quickly get into financial trouble when navigating the marketplace for the first time. Here are some tips to help young consumers make wise choices when venturing out on their own.

**Credit Cards:** “Charge It!” is an easy way to pay for things. But it’s also very easy to get into debt if you’re not careful. When establishing credit for the first time you may need to start with a secured credit card, which requires a security deposit or a retail card from a store. Purchase only what you can afford. Be sure to pay the balance in full every month and pay on time. This will help you not only establish credit but more important good credit. Your credit affects all aspects of your life—getting a job, insurance, housing, buying a car and even obtaining additional credit.

**Renting an Apartment/House:** Before you rent, make sure you know your rights and responsibilities as a renter; review Florida’s Landlord/Tenant Law, Chapter 83, Part II, of the Florida Statutes. Before you sign a rental agreement, be sure to do an inspection of the property and make note of any problems. Do not pay any deposits unless you’re sure you want to rent the property; otherwise it may not be refundable. Get all agreements in writing and make sure you have read and understand the agreement(s) before signing it.

**Buying a Car:** Before you head out to the dealership, know exactly what you can afford to spend and stick to your budget. Consider whether you have a trade-in and/or down payment which will impact the amount you’ll need to finance. Be sure to do your homework to avoid over paying, research the value of the vehicle you want to buy and your trade-in. Before purchasing a used vehicle, it’s important to test drive the vehicle and have it inspected by an independent, registered auto repair facility.

For more information, to check the complaint history of a business or to file a complaint, contact Pinellas County Consumer Protection at (727) 464-6200 or at [www.pinellascounty.org/consumer/tips.htm](http://www.pinellascounty.org/consumer/tips.htm).

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Create Sustainable Solutions
Vision • Innovation • Collaboration

Plan A Waste-Free Lunch at Work or School

- Pack sandwiches in containers instead of plastic wrap
- Bring home any leftovers
- Keep reusable utensils at your desk so you are always prepared

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THE RECORD KEEPER
No Bad Boxes!

As you begin gathering your records and boxing them for storage, you should make sure that you are properly organizing your content and not sending bad boxes for storage.

A good box is:
- Organized – content is easy to find in the box
- Easy to lift – it weighs 25 lbs. or less
- Safe – hanging files have been removed and the box itself is not damaged
- The correct box type – if you need empty boxes, order them through Records Management
- Entered into the Oracle Records Management System

For more information or if you have any questions, please contact Michele Koehler at 453-3038.
**Classified Ads**

**Needs a Good Home — Brandon, a cat.**

He’s a handsome lad—large, dark grey fur, hypnotic green eyes. His mom became too sick to care for him and misses him but needs to find him another lap. He needs to be the only cat, perfect for an older person who’d like some company. He’s been the one-and-only cat for two older ladies—first one then the other. Front declawed, about 11 years old, neutered, quiet mostly but a dazzling conversationalist at meal times. He can be skittish at first but once he’s settled, he’s fine. Likes to sit on warm laps and purr, and be petted or brushed. He is up-to-date on rabies shots although he’s an indoor cat only. Excellent toileting habits.

Call or text (727) 667-1444 and leave a message (because when I don’t recognize numbers, I don’t answer). Thank you!

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**For Sale — Honda VTX1300C Motorcycle.** $6,000. This bike is in mint condition and has been very well maintained. This comes with tons of extras! 1300 Honda cruiser mc 1312cc (1.312000L Engine ) 2007, brand new in box until 2009. Mileage ONLY 5,430! Custom chrome stereo, with speaker bar, Xtreme memory foam seats, 2 full faced helmets, brand new grips, not even installed, large luggage bag. Garage kept. One owner *Custom paint job - Portrait Art on Gas Tank. Keep it or have it painted* Vibrating seat turn signals. Clear title in hand. Tag is transferable. Call Dede at (727) 724-4534 or Keith at (727) 224-3562. Located in Clearwater.