Annual Enrollment 2020
November 1 - 14

Annual Enrollment begins November 1 which is only 2 weeks away.
You’ve heard the good news — there will be no increase in premium costs for employees for 2020. This is due in part to employees and covered dependents making better choices, such as:

- Engaging in preventive screenings and care
- Using more cost-effective resources like premium providers and virtual visits
- Utilizing support systems (such as UnitedHealthcare coaching and Real Appeal) to improve chronic conditions such as diabetes and cardiovascular disease

What Can You Do Now?
Become more familiar with and evaluate your current benefit plans before Annual Enrollment starts. View the Annual Enrollment page to get started.

- What are the best plans for you and your family in 2020?

Plan to attend one of the 17 webinars and informational meetings. Employee Benefits will host during the day and evenings, October 28 through November 7, to help you and your family make the best decisions.

- Your family members are welcome to attend.

What’s Changed for 2020?

- Consumer Driven Health Plan (CDHP) with Health Savings Account (HSA) medical plan members will see an IRS-mandated deductible increase in 2020: $50 for single coverage and $100 for family coverage. Point of Service deductibles are not impacted.

  - The IRS increased maximum contribution amounts for CDHP with HSA to $3,550 for single coverage and $7,100 for family coverage.
  - Changes in behavioral health copays are expected. We will send information as it becomes available.
  - Other than the above, there will be no benefit coverage changes in 2020 for medical, prescription, dental, or vision.

Watch for emails regarding Annual Enrollment.
Everyone must enroll in OPUS by November 14.

Be sure to get your biometric screening and complete your Rally health survey by December 31 to save $500 and avoid the premium surcharge.

Take two steps to invest in both your health and your wallet:

1) Complete the biometric screening, and,
2) Fill in the online Rally health survey.

Completing the biometric screening and the health survey means you are investing in your health by learning about possible health risks.

Finishing both means you’ll save $500 on your health plan premium in 2020.

Watch the Two-Minute Tuesday “1 ... 2: Invest in You!” for valuable tips, and view the FAQs.
BLOOD DRIVES
You can schedule an appointment at www.oneblooddonor.org.

North County Tax Collector
29399 US Hwy. 19 N.
October 16
11:00 - 4:00

Utilities Building
14 S. Fort Harrison Ave.
Clearwater
November 6
8:30 - 1:30

Downtown Clearwater Courthouse
315 Court St., west lot
October 30
11:00 - 4:00

Public Works
22211 US Hwy. 19 N.
Building 1, Clearwater
November 7
12:00 - 5:00

Tax Collector
1663 Gulf to Bay Blvd., Clearwater
November 18
10:00 - 1:00

Mark Your Calendars

View the NEW blood donation web page.

Tribute
Jeanine Messerschmidt

Jeanine Messerschmidt, 59, of St. Petersburg, passed away suddenly September 13. She was a senior CVB Sales Rep at the Convention and Visitors Bureau with 12 years of service to the County. Read her obituary online. Donations can be made in her memory to Big Brother’s Big Sisters of Tampa Bay, Inc. at https://bbbstampabay.org/give/

A Celebration of Life will be held Thursday, Oct. 24, 2019, at the Don CeSar Hotel from 4:00 - 7:00 p.m.

Operation Green Light: Save on Collections Fees & Get Back on the Road
October 17 & 19

During Operation Green Light, eligible Pinellas County customers with suspended driver licenses will be able to pay overdue court and traffic fines, while saving up to 25% on collections fees.

This initiative aims to help thousands of individuals with Pinellas County cases looking to save on fees, inquire about a payment plan, and have their driver license reinstated.

When:
• Saturday, October 19, 2019: 8:30 a.m. – 2:30 p.m.

Where:
Pinellas County Justice Center, 14250 49th Street North, 2nd Floor, Clearwater, FL 33762

Those who pay their debts, or go on a monthly payment plan, will also be able to reinstate their suspended driver license in most cases. While customers will save on collections fees, a down payment is required for a payment plan and reinstatement fees are applicable. No appointment or registration is necessary.

Payments will be accepted by cash, check, money order and credit/debit card. A 3.5% convenience fee will be applied to all credit/debit card payments. Payments for all Pinellas County traffic tickets and court fines will be accepted.
Q. I recently attended a County class and was surprised that they didn’t supply hard copies of class materials. Why is that?

A. Class materials are now provided ahead of class on SharePoint. Individuals can print them themselves or access them using a mobile device or laptop before and during class. This is done for a couple of very good reasons.

One is because of the differing ways people learn. Some prefer materials on paper, some do not. Employees have also asked for access to materials a few days before the class so they can familiarize themselves.

Another reason is the volumes of paper consumed by printing all of the materials. Staff can be better stewards of the people’s dollars and save resources in this way.

Be sure to thoroughly read the emails sent to you prior to classes you’ve signed up for.

Q. I am requesting that information regarding short term disability or FMLA not be transmitted through the County’s email system to the employee or supervisor/manager. The County emails are public record and this type of private information should not be made available to the public. I made the request several years ago, but I have since learned that another employee had the same concern recently.

A. We understand your concern about privacy.

When a public record request is made, information on email is not automatically provided to the public but is reviewed for confidential or exempt content prior to any disclosure. The fact that a record exists in our email system does not determine whether it is:

• a public record subject to disclosure,
• a public record exempt from disclosure,
• a public record which is confidential, or
• not a public record.

When there are public record requests for personnel records, the records are screened and private information such as medical information is redacted.

The information submitted through the email system regarding short term disability or Family and Medical Leave Act (FMLA) leave does not contain medical or other sensitive information. The method of administration of the contract for short-term disability and Family and Medical Leave does not create inappropriate disclosure of private information.

Of note: Being covered by FMLA leave or covered by a short-term disability program is not protected information.

Facts About the General Increase

The Board of County Commissioners approved a 3% general increase for Pinellas County employees. The raise is based on the mid-point of the pay grade.

The general pay increase always begins on the first full pay period of the new fiscal year. The first full pay period may not include any September dates.

This is a unique year. In FY2020, the first full pay period with no September dates is October 13 – 26. The first paycheck which shows the increase is November 1.

Last year (2018), the first full pay period in FY2019 began October 4 which was reflected in the October 19 paycheck.

Two years ago (2017), the first full pay period in FY2018 began October 1 which was reflected in the October 20 paycheck.

What is the 3% Calculated On?

The 3% is calculated on the midpoint of the employee’s FY2020 pay grade. For example:

Park Ranger 2, Pay Grade C18
Minimum $17.06 / $35,484.80
Midpoint $22.17 / $46,113.60
Maximum $27.29 / $56,763.20

The general increase of 3% is based on the *midpoint* of the pay range:

3% of $22.17 = $.67
3% of $46,113.60 = $1,383.41

The percentages look like this hourly:
$.67 is 3.9% of $17.06 (minimum in pay range)
$.67 is 3.0% of $22.17 (midpoint)
$.67 is 2.4% of $27.29 (maximum)

The percentages look like this per year:
$1,383.41 is 3.9% of the minimum pay rate of $35,484.80
$1,383.41 is 3.0% of the midpoint pay rate of $46,113.60
$1,383.41 is 2.4% of the maximum pay rate of $56,763.20
Why You Should Verify & Update Your Personal Information in OPUS

Make sure your personal information is current and accurate.

While you are in OPUS completing your Annual Enrollment elections, take time to make sure your personal information, including address, telephone number and your dependents’ names, dates of birth and social security numbers are up-to-date. Keeping everything up-to-date impacts:

- Human Resources and Employee Benefits mailings
- Benefit vendor mailings including ID cards (new ID cards will be issued for all health plan members for 2020).
- FRS mailings
- Your W-2
- Your 1094-C showing health care coverage for you and your dependents.
- Federal reporting. For example, your 1094-C coverage information is reported to the IRS as part of the Affordable Care Act (ACA). If your OPUS information does not match IRS records the County is notified an error occurred and you will be asked to update your information in OPUS.

Classification & Compensation Study Update

There were 222 exempt requests for a secondary review, including eight with a downward reclass/reallocation.

On September 23, 2019, Exempt employees at BTS, County Attorney, Forward Pinellas, Human Rights and Human Resources and under the County Administrator/BCC were individually notified by email of classification and/or pay grade changes related to their position.

On September 29, 2019, applicable changes to Exempt classifications, pay plans, and individual pay adjustments went into effect.

The next order of business in the Study is to address pay equity for both Classified and Exempt positions. In addition, Human Resources continues to work with Appointing Authorities to develop policies to recognize employee career growth and address disrupted career ladders.

Take Care of Yourself

In October’s To Your Health newsletter, you will find information about:

- Getting Your Flu Shot
- Wear Pink October 18!
- New Gym Equipment
- Maintain Campaign Registration begins October 28
- ... and more!

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.
Ransomware attacks seem to be headlining the news every week and now it is hitting close to home. In August, news reports detailed two municipalities in Florida—Rivera Beach and Lake City—that became victims of these attacks which caused all systems to be encrypted and held for ransom by the attackers.

What is Ransomware?
Ransomware is a type of malware that threatens to publish the victim’s data or perpetually block access to data unless a ransom is paid. This malware uses a technique called cryptoviral extortion, to encrypt the victim’s files, making them inaccessible. The attackers then demand a ransom payment to decrypt the infected data.

Most ransomware attacks come in emails from malicious actors with links or attachments that hide infections from antivirus systems.

These emails may attempt to convince the victim that they are a trusted person with a time sensitive action that must take place.

How to avoid becoming a victim
As employees, we all need to stay vigilant in examining emails. Questions to ask yourself include:

- “Is the email from a known address for this person?”
- “Was I expecting them to send an attachment?”
- “Is the person stating that it is a time-sensitive matter that needs immediate attention?”
- “Are they offering free stuff?”

Stay vigilant
You are our best defense to prevent ransomware, and we need your help! With the frequency of attacks continually increasing; we all need to be cautious to avoid a major Cyber ransomware incident. If you see something suspicious report it to the Operations Center. This might help prevent someone else from taking the bait.

Notes:
- There were 181.5 million ransomware attacks in the first six months of 2018. This was a 229% increase over the same time frame in 2017. [Help Net Security]
We’re Getting Cooler But the Tropics Are Still Hot

With cooler air and decreased humidity, it is easy to be lulled into a false sense of security about hurricanes. After all, it doesn’t feel “tropical” anymore. But beware: when it comes to storms, October is no time to let down your guard. Ocean and Gulf water temperatures take longer to cool down and remain energy sources for tropical cyclone development. The systems that form in the Gulf may only give us a few days of lead time to issue protective measures. This is why it is so important that everyone be prepared. We had a dry run with Hurricane Dorian with lots of time to monitor and prepare but this is not always the case. Some of the most devastating storms have developed in October as cited below from the National Weather Service:

2018 – Hurricane Michael formed on Oct. 7 and rode up the west coast of Florida, bringing tropical storm force winds to Pinellas County, with Category 1 hurricane-force gusts. We were spared. On Oct. 10, it made landfall on Mexico Beach in the Panhandle as a powerful Category 5 hurricane, with sustained winds of 161 mph. It maintained strength as a hurricane as it continued into Georgia. There were seven deaths directly related to this storm in Florida, and one in Georgia. The area has not yet recovered.

2017 – Hurricane Nate was created in the Eastern Pacific from a combination of tropical weather conditions that produced three systems, one of which developed into Tropical Storm Ramon and one that became Hurricane Nate that moved over southeastern Gulf of Mexico on Oct. 7. Nate made landfall at the mouth of the Mississippi River on Oct. 8, producing 16 tornadoes in Mississippi, Alabama, South Carolina and North Carolina. There were 45 direct deaths from Nate, none of which were in the U.S.

2016 - Hurricane Matthew, a major hurricane that caused devastation from the Caribbean to Virginia. It was a Category 5 hurricane that made its first landfall in Haiti and eventually traveled up the East Coast of Florida and made landfall as a Category 1 hurricane in South Carolina on Oct. 8. There was extensive damage: 1.2 million customers lost power in Florida alone. As a direct result of Matthew, two people died in Florida, 34 in the U.S., and 585 total (500 in Haiti).

2012 – Superstorm Sandy formed in the Caribbean on Oct. 22 and intensified into a hurricane. By the time it traveled northeast of the United States and turned west toward the Atlantic coast, it had become a post-tropical cyclone – a superstorm – which hit the New Jersey shoreline and caused record high tides in New Jersey, New York City, Long Island and north to Connecticut. There were 147 direct deaths due to Sandy, with 72 of those in the mid-Atlantic and northeastern U.S.

Please stay prepared for hurricanes throughout the season, and make sure you have the additional preparations ready in case we have to report for our emergency job assignment. In the spirit of October: Don’t be scared, be prepared!

Information and resources are available to county employees on the Emergency Management Intranet at http://intraweb.co.pinellas.fl.us/ema/, including tips on emergency planning for your family and for your assignment at work. If you have any questions, you can ask your Emergency Coordinator or call us at (727) 464-3800.

Reading Buddies: “Time for Tails”

Do you have time to share a tale of adventure, mystery, drama or romance with one of our shelter pets? Putting aside “Time for Tails” with the shelter dogs and cats at Pinellas County Animal Services (PCAS) is actually more scientific than it sounds!

Who does the program benefit?

The animals! After spending time reading outside the kennel, the animals who are timid will slowly start to approach the kennel door. Sitting in front of the kennel also benefits our energetic greeters. It helps them to understand they do not need to jump and bark to get attention when they are in their kennel.

Young readers: Practicing reading to a non-judgmental listener helps children advance through reading levels and gives them a more positive attitude toward reading.

Adult readers: Maybe they can’t walk the dogs but they can help them become more adoptable by spending time with them.

How does Reading Buddies: “Time for Tails” fit into our enrichment goals at the shelter?

Our goal is to create an environment that reduces stress, anxiety, and boredom. We play music in the kennels, fill Kong toys with different treats, make pupsicles, and put the dogs in buddy play groups. Adding this reading program is another way to change up their day.

How can you get involved?

We would love to see more volunteers sitting with our dogs and cats during the quiet times at the shelter. Please join us Monday through Friday between 12 and 2 p.m. (during your lunch?) or from 4 to 6 p.m. Volunteers on the weekends may also participate if the day’s activities permit. We can also accommodate groups, such as 4H, Boy Scouts, after school groups, etc.

You can also donate books and magazines to the program. Contact Jennifer at jrenner@pinellascounty.org. We are looking for materials for all ages and reading levels. Thank you!
Emotional Intelligence (EI) is the ability to recognize your own feelings and those of others, manage your moods, keep yourself motivated, and manage your feelings internally and in your interaction with others. EI is twice as important as IQ in attaining success in all areas of your life. It is a combination of personal attributes that sets you apart, inspires others, cultivates respect, and is dependent on your emotional maturity. Emotional maturity develops both over time, and through experience, and is a measure of your ability to understand and manage your emotions.

Want to know more? Sign up for our next Emotional Intelligence class in 2020. Or access our online learning portal, ULearnIT, and use the search term “emotional intelligence” to find videos, courses, and book summaries on the topic.

We’ve listed one of the book summaries below to get you started on your learning journey.

**Pets of the Month**

**Contributed by Pinellas County Animal Services**

**Valiente** is an awesome girl who lives up to the meaning of her name: “fearless.” She came into foster care with a litter of kittens, practically a kitten herself! Valiente is somewhat of a lounger cat who will quickly find herself a soft comfy place to watch the coming and goings of her kittens and her foster family. She is an extremely friendly, sweet girl with a very confident purr-sonality. She adores being with her chosen favorite person and will often run ahead of them, proceeding to flop on the floor to get more attention. Valiente is a 1½ year old domestic short hair tabby who has been with us since July.

**Nova** is still at the shelter and waiting for a cozy home to call her own! She doesn’t stand out as much as some of the other pups, which may explain why she is being overlooked; however, she has so many positive traits that we hope help her get noticed. For instance, at a recent adoption event, she got along great with the other dogs and the children who came over to say hello to her. Nova absolutely loves walks and doesn’t pull at all when she is wearing her easy walk harness. She also runs and plays with the volunteers who just adore her. Nova literally has us all wrapped around her paws! She has been with us since March and we would love to show you her “routine” when you come visit the shelter. She is a 5½ year old Terrier mix and her adoption fee has been paid forward by a lovely couple who met her last weekend at the event. They fell in love with her but couldn’t have a dog her size in their complex. They paid her adoption fee in the hopes that another family gives her a chance!

All animals adopted from Pinellas County Animal Services are sterilized, microchipped, vaccinated, licensed, and more! We also have a 2 day foster-to-adopt program that allows you to take any animal home to see if they are a good fit in your household before you finalize the adoption.

Not able to adopt? Consider signing up as a foster! We need help with kittens, puppies, adults who need more socialization, and medical rehab cases. Please contact Jennifer at (727) 582-2636 or jrenner@pinellascounty.org.

Would you like to donate? “Kitten Season” has really taken its toll and we are in desperate need of cat litter. We also have an Amazon wish list for some of our basic necessities. Thank you for all that you do to support our community! Pinellas County is a beautiful place to live and work!
The EAC Employee Advocate Program: Meet an Advocate - Curtis Goss

What motivated you to become an Advocate?
About 18 years ago, I received what I felt like was a very unfair and unfavorable yearly review. I discussed it with someone who was in the same situation a year prior and he advised me to grieve it and to get an Advocate. At the Grievance Hearing, my Advocate spoke very clearly and concisely about why I thought the performance review was unfair. I did most of the talking afterwards but I felt better and more comfortable having someone there who was on my side and wasn’t management. After that, I decided that I wanted to become an Advocate if for nothing else to be there for moral support and maybe some guidance.

What do you do?
It was a little difficult at first because I was not used to talking for other people and I was a little bit nervous going before higher levels of management. But then I realized that they are people too, just like me. Mostly you are there for moral support and to give the employee guidance on the grievance and disciplinary process and to make sure that discipline process has been followed according to Pinellas County guidelines.

What have you learned?
I have learned the Pinellas County discipline process. I have learned that Pinellas County is very forgiving in the discipline process. 99% of department directors are very lenient and forgiving in doling out discipline. As has been said, there are 2 sides to every story and the truth is somewhere in the middle. And for the most part, the directors have been very good in finding that middle ground where the truth lies.

How much time does it take?
The time it takes depends on the situation and the employee. If the employee is detailed and has all the information and back up and it’s something “minor,” then it won’t take up much more time than the time allowed during the week to meet with the employee. However, if it’s serious, then it may require more time to research the situation, review files, and talk to other employees that may be involved or have knowledge of the situation.

How many people have you helped?
I’ve been an Advocate for so long I don’t really remember how many employees that I have assisted. I would guess maybe 30 to 40.

How is your help valuable to employees who need it?
Most people ask for our help because they don’t know or understand the process and are afraid mostly of being terminated from the County even for the smallest of infractions. Some people just want someone who will be on their side or want someone there for moral support. I believe our help is valuable because we provide an extra set of eyes and ears to possibly see or hear something that the employee did not notice or see. Sometimes I have instructed employee that the evidence is not in their favor and to “throw themselves on the mercy of the court.” I think our help is very valuable in that we sit down with the employees and go over what we feel they should say and ask them to write everything down so they won’t forget what they want to say, and if they do, we can chime in and help illustrate the point. Some people get very nervous and, in those situations, we have to do the talking for them. Again, a lot of people just don’t know the process and that’s where I think we are most valuable to them.

What gives you the most fulfillment from being an Advocate?
For me the most fulfillment is just being there for the employee and advising them on the process, calming them down and letting them know I am there for them. However, on those occasions where I have assisted an employee with saving their job and getting a second chance, it is very rewarding. Also, on the rare occasion when the employee is being wrongfully or unjustly disciplined and the case is overturned by the director or the Grievance Hearing Panelists feels pretty good, too. It is very satisfying when a step or two in the discipline process has been skipped on purpose by a supervisor and the director tells the supervisor to go back and start with the first step. I have assisted employees who have committed a “minor” infraction but instead of receiving a coaching/counseling session the supervisor has attempted to give them a written warning. After discussing the situation with the director or upper management the decision was made that the supervisor has to start with the coaching/counseling session first.

What insights would you share with others considering this role?
I enjoy it. It allows me to visit other departments and sections of the County and find out the many services that the County provides and who provides them. It allows you to help those individuals who have a difficult time speaking for themselves and to those who feel they are not being treated fairly. You also get to meet people who you normally would not get to meet such as department and division directors.

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.
Recruiting Your Next Coworker: Explaining WORK. GROW. MATTER.

**WORK:** To attract the best candidates and create a workforce pipeline* Pinellas County Government job advertisements have less “government-speak” and more emphasis on the experience the candidate would have doing the job: more of a “what’s in it for the candidate” than how it will benefit the employer.

**GROW:** In these advertisements, we also communicate how we can help employees continue to develop into their careers and grow professionally through various learning opportunities.

**MATTER:** Our employees matter in terms of the value they bring to the community. But they also matter to their employer, Pinellas County Government. We are committed to finding the best health and wellness plans, and offer excellent retirement plans to help take care of our employees and their families.

One of the ways we get the word out is attending community events to promote what Pinellas County does and to create awareness of the different kinds of positions and careers that can be had in public service. We partner with the school system and local colleges and trade schools—among others—to develop internship opportunities so that students can learn more about their own abilities, desires, and choices. In FY19, 52 interns contributed close to 5,500 hours.

**Government Forum at SPC**
Human Resources Director Holly Schoenherr was invited to be a panelist at the St. Petersburg College Career Services Fourth Annual Government Forum held for Public Policy Administration students. The Forum also featured Human Resources directors from the cities of Clearwater, Pinellas Park and Safety Harbor.

SPC Career Services and the panelists’ hope was to inspire the students’ interest in government and public service. The focus of the discussion was how to find and hire the right people into public service and retain these employees. We hope the students were inspired by these public servants and will explore careers in government.

* A workforce pipeline is a pool of candidates who are ready to fill a position. These can be employees who are prospects for advancement or external candidates partially or fully prequalified to take an opening.

Want to Get Into the Pipeline?
Current employees can be part of the workforce pipeline, too. If you have an interest in advancing your career, Pinellas County can help. The first best thing you can do is to have a discussion with your supervisor and let him or her know that you are interested. Then check out the learning opportunities available within and outside of our organization.

› Think you’d like a CPM (Certified Public Manager) designation? Talk to your director and ask for a recommendation.

› Think you’d like to enter a program at a college or trade school? Search for programs in local institutions like St. Pete College, Florida State University, University of South Florida, the Public Works Academy and others.

› Also check out Pinellas County’s Tuition Reimbursement Program. We’ll help you pay for your professional development!

And help us recruit your next coworker. We post our career opportunities on social media – Facebook, Twitter, LinkedIn and Instagram – so be sure to follow us with #WorkGrowMatter.

Want to showcase your, your team’s or a coworker’s achievements? Complete our online form so we can promote Pinellas County Government as a great place to work.
SERVICE ANNIVERSARIES

35 YEARS

Jeffrey Byrkit  
Property Appraiser

Velyn Anderson  
Clerk of the Circuit Court

Ken Goergen  
Utilities Technical Services Manager
Utilities
Anniversary effective in June

20 YEARS

Michael Merrell  
Solid Waste

25 YEARS

Unavailable for Photo

30 Years
Darlene Asberry, Clerk of the Circuit Court
Ronald Bero, Utilities
Barbara Born, Utilities

25 Years
Stacy Jones, Building & Development Review Services

20 Years
Noel Carter, Clerk of the Circuit Court

15 YEARS

Eleanor Barrett-Santisteban,...Building & Development Rev Svcs
Lori Dorian.................................Property Appraiser’s Office
Carl Graham.................................Property Appraiser’s Office
Elizabeth Harper*..........................Utilities
Cheryl Knuth.................................Animal Services
Christopher Muhrin.................Parks & Conservation Resources
Catherine Rutenbeck....................Animal Services

10 YEARS

Maggie Miles................................Planning

5 YEARS

André Datu........................................Tax Collector’s Office
Tameka Denmark**..........................Safety & Emergency Services
Kim Gile.....................................Safety & Emergency Services
Peter Glaz.....................................Safety & Emergency Services
Kelly Green.................................Risk Management
Erin Johnson.................................Airport
Jessica Jones................................Public Works
Thomas Keith.................................Utilities
Ellyn Kubisiak..............................Property Appraiser’s Office
Monte Meyers.............................Tax Collector’s Office
Mason Parianous........................Business Technology Services
Evelyn Park.................................Tax Collector’s Office
Keica Singleton..........................Tax Collector’s Office
Jacob Stowers**..........................County Administration
Michael Walker..........................Utilities

20 YEARS

Cody Wright.................................Safety & Emergency Services
Paul Wydro..............................Tax Collector’s Office

3 YEARS

Kimberly Addison......................Clerk of the Circuit Court
Steven Beharry*..........................Utilities
Akhilandeswari Bavara...............Business Technology Services
Montez Brown.............................Utilities
Doug Chase.................................Public Works
Kara Crabtree..............................Animal Services
Lynn Gerken...............................Tax Collector’s Office
Cloretta Giddings.....................Tax Collector’s Office
Matthew Haynes.........................Business Technology Services
Robert Kacinko...........................Utilities
Dina Meath.................................Property Appraiser’s Office
Michelle Monteclaro....................Public Works
Stephanie Pissarides.....................Purchasing
Jose Ramirez.................................Convention & Visitors Bureau
Scott Rintz.................................Risk Management
Allison Saltoft.........................Parks & Conservation Resources
Chrysan Scott............................Utilities
Monica Silva-Varona..................Convention & Visitors Bureau
Rebecca Stonefield......................Planning
Daniel Sundermeyer................Real Estate Management
Marie Swift.........................Property Appraiser’s Office
Lany Thomas*............................Animal Services
Sara Thome.................................Tax Collector’s Office

*Effective in June
** Effective in April
The next REPCO meeting is November 11, 2019 and will be our annual picnic. The picnic will be located at Eagle Lake Park. Look for signs directing you to the right area. The menu is fried chicken, baked beans and Greek salad. Ice tea, lemonade and water will be available as beverages. Attendees may bring dessert. RSVP is required at (727) 748-6033. The cost will be $6.00 and is payable at the picnic. The meeting / picnic will begin at noon. If you have any questions, contact Rudy Garcia at (813) 855-3466 or rdgarcia@verizon.net.

### Retirements

**Over 33 Years**
Willie Gus Faison  
*Maintenance Supervisor  Plant Operations/Utilities*

**Over 32 Years**
Dana Land  
*Operations Manager  Stormwater & Vegetation/Public Works*

**Over 29 Years**
Jeff Pearson  
*Public Safety Center Supervisor 2 Regional 911/Safety & Emergency Services*

**Over 26 Years**
Claretha Harris  
*Chief Deputy Director  Finance Division/Clerk of the Circuit Court*

**Over 22 Years**
Harold Davis  
*Crew Chief 2  Roadway Maintenance/Public Works*

### Retirees Unavailable for Photo

**18 Years**
Harry Stavropoulos, Tax Collector Supervisor, Tax Collector’s Office
Christine Kitzler, Record Specialist 2, Criminal Court Records/Clerk of the Circuit Court

**17 Years**
Carol Hedden, Operations Field Coordinator, Sr, Roadway Maintenance/Public Works

**16 Years**
Rosemarie Pasek, Accounting & Finance Technician, Office of Management & Budget

**14 Years**
Adele Solazzo, Behavioral Evaluations Program Director, Court Adjunct

**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.

### HO! HO! HO!

**Would you like to play Santa?**
**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.
Promotions

Promotions listed are for September 2019.

Board of County Commissioners

Administrative Services
Merry Celeste ........................................ Div Dir Purch & Risk Mgmt

Office of Asset Management
Steven Alston ........................................ Prog Mgr

Office of Technology & Innovation
Michaela Minning ................................ Solutions Architect

Parks & Conservation Resources
Bianca Poteete ........................................ Office Spec 2

Public Works
Matthew Bellefeuille ................................ Craftwkr 1
Gary Brinson, Jr. ...................................... Traf Tech 1
Doug Chase .............................................. AEO 2
Keith Greer ............................................. Traf Sig Tech 2
Joseph Hemberger IV .............................. Craftwkr 1
Drew Jester ............................................. Traf Sig Tech 2
Daniel Johnson ....................................... Crew Chf 2
James Johnson ........................................ Traf fld Supv
James Jordan ........................................ Constr Mgmt Insp 2
Robert Rubin ......................................... Traf Sig Tech 3
John Taylor ......................................... Opns Field Coord Sr

Safety & Emergency Services
Brigett Cerce ......................................... 911 Pub Safety Ctr Supv 1
Jake Lubick .......................................... 911 Pub Safety Telecomm 2
Allaina Luna ......................................... 911 Pub Safety Telecomm 2

Utilities
Kathleen Daniels ................................. Proj Coord-Admin
Ryan Marino ........................................... Util Maint Spec 3
Michael Zanfardino ............................. Proj Coord-Admin

Clerk of the Circuit Court
Serena Chambray .................................. Crt Clk 1
Jeanette Phillips .................................... Chf Dep Dir Fin Div

Business Technology Services
Kyle Beam ............................................. Mgmt Analyst

Property Appraiser’s Office
Megan Frazer ......................................... Prop Rcds Tech
Beau Gordon ........................................ PAO Appraiser 2
Lisa Long .............................................. PAO Appraiser 4
Krista Spaccarelli ................................ PAO Appraiser 1
Melodie Winkler .................................... PAO Appraiser 3

Tax Collector’s Office
Nicholas Acevedo ................................... Tax Tech 2
Alicia Booth .......................................... Tax Tech 3
Elizabeth Giaquinta ............................... Chf Tour Dev Tax Aud
Betul Pekdur ......................................... Tax Tech 2

Ready to Take Your Career to New Heights?

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.

Pinellas Parler Toastmasters

WHERE LEADERS ARE MADE

The members of Pinellas Parler are developing a Strategic Plan that will carry us into the future and ensure the continuation of a dynamic Toastmasters club. General membership meetings will resume in January 2020. All are welcome. You do not have to be a member to attend.

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

New employees listed are for September 2019.

Board of County Commissioners

Convention & Visitors Bureau
Jeffery Fowler ...................... Market Intelligence Spec

Human Services
Angela VanHook ...................... Cons Prot Inv 2

Purchasing
Rodney Wright ...................... Proc Analyst Lead

Public Works
Clifford Coston ...................... Maint 2
Antonio Rutledge ...................... Spray Tech 1
Michael Straub ...................... Fld Insp 1

Real Estate Management
Christina Collamore ....................... Admin Supt Spec 1

Utilities
Melissa Kok ...................... Prop & Strs Clk 2
Daniel Spisak ...................... Trne UF-A
Yves Toussaint ...................... Meter Rdr 1

Business Technology Services

Allison Goldberg ...................... Info Tech Analyst Sr

Clerk of the Circuit Court

Ramon Ailes ...................... Rec Spec 1
Jonda Cherry ...................... Fin Opns Analyst
Megan Chislock ...................... Fis Rec Spec
Jordan Christian ...................... Rec Spec 1
Christopher Fischer ...................... Printg Equip Oper 1
Amelia Hanks ...................... Board Reporter
Candice Hodges ...................... Rec Spec 1
Lisa Jacobson ...................... Asst Dir Fin Div
Ngoc “Ruby” Kunis ...................... Fin Acct 1
Jasmine Schill ...................... Rec Spec 1
Meghan Sullivan ...................... Rec Spec 1
Machaela Thomas ...................... Rec Spec 1

Property Appraiser’s Office

Keegan Conway ...................... PAO Appraiser 2

Supervisor of Elections

Daniel Anspach ...................... Office Spec 2

Tax Collector’s Office

Marvin Ayala ...................... Cust Svc Tech
Jake Larsen ...................... Cust Svc Tech
Britney Lennox ...................... Cust Svc Tech
Tyler McMillan ...................... Cust Svc Tech
Karen Meyers ...................... Cust Svc Tech
Keith Zeglin ...................... Cust Svc Tech

New Employee Orientation Sept. 9.

New Employee Orientation Sept. 23.

New Employee Orientation Sept. 30.
Consumer Corner  Trouble Hearing?

From Pinellas County Consumer Protection

If you’re in the market for hearing aids, there are lots of options available to consumers. It can be challenging to find the right hearing aid(s) that fits your lifestyle and budget. It’s an expensive purchase, so take your time when shopping, resist sales pressure and only buy when you are ready. Here are a few tips to help you when purchasing hearing aids.

Consult a physician: Hearing loss affects people in different ways, so first consult with a physician to determine the cause and best treatment.

Trial period: Florida law requires that sellers of hearing aids must provide the buyer with written notice of a 30-day trial period and money back guarantee. This way you can look at all your options to make the best decision without committing to a hearing aid you don’t like.

Fittings: Florida law requires fittings be done in person by a hearing aid specialist licensed by the Department of Health. The law prohibits the sale of hearing aids by mail.

Warranty: Make sure you get all promises and guarantees in writing; and include the details. How long is the warranty? Can it be extended? Does it cover maintenance and repairs? Is it honored by the manufacturer or by the licensed hearing health care professional? So, if something goes wrong, you’ll already know what’s covered.

Cost: The cost of hearing aids can vary from several hundred dollars to a few thousand dollars. Know what is included in the price. The hearing aid(s), fitting services, office visit, etc. Ask if payment plans are available.

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.

Did you know, your health plan with UnitedHealthcare offers excellent benefits for hearing exams and aids? Under the Point of Service (POS) plan, in-network provider testing costs a $35 co-pay, and most hearing aids are no cost to you. Go to myuhc.com and find an Ear Nose and Throat specialist or Audiologist near you to get started.

Create Sustainable Solutions  Vision • Innovation • Collaboration

October is Energy Action Month!

Help Pinellas County achieve its energy conservation goals by:

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

THE RECORD KEEPER

Requesting Court Files from the Records Centers

To help facilitate quick response to your records needs, when you need to retrieve a court file from either of our records centers, your request should be submitted using Trakman.

If you have questions and need to contact us directly, please be sure to reach out to us as follows:

Civil Records: 464-5555
Criminal Records: 464-6171
Email: recctratty@co.pinellas.fl.us

There is always someone at these phone numbers to assist you.
For more information or if you have any questions, please feel free to reach out to us.
Gone but not Forgotten

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

Joann Lilly, 70, of St. Petersburg, passed away September 27. She worked for Human Services and then the Supervisor of Elections office, from which she retired in 2008 after 30 years of service. Read her obituary.

Jacquelyn Moore, 76, of Tarpon Springs, passed away September 4. She retired from Utilities, the William Dunn Water Treatment Facility, in 2003 after 18 years of service. No obituary was located.

With the help from friends and family, Allyson Matos (CAO), her husband Jose Matos and their daughter Jayla, partnered with 9Round Dunedin to take on donations to assist the victims of Hurricane Dorian in the Bahamas. With the help from co-workers at Jose’s job they held a jet ski event and were able to collect items for those in need. Coach J, from 9Round, drove all items in a U-Haul to Miami to be shipped over to the Bahamas. This was such an awesome feeling to be able to help those in need. “We may not have everything, but together, we have it all!”

Classified Ads

Want to Get Rid of Stuff?

Advertise here for FREE if you’d like to give away, donate, or sell something.

All County employees, active or retired, permanent or temporary, may submit ads. Only personal items can be advertised - business or commercial ads or ads providing services will not be published.

To submit an ad, complete this online form.

Questions? Contact Employee.Communications@pinellascounty.org.

The Pen is published once per month on or around the 15th. Submissions are due the 1st of the month.