I want to thank everyone that took the time to complete the 2019 Employee Voice Survey. Pinellas County’s most valuable asset is you – our dedicated employees. And for Pinellas County to cultivate an engaged, talented and diverse workforce in a supportive organization, it’s important to hear from you about what is going well and where we can improve.

Pre-Survey
In an effort to increase participation in the 2019 Employee Voice Survey, over the summer we held 9 employee information sessions and gave presentations at meetings of the Appointing Authorities, BCC exempt employees, and the Employees’ Advisory Council (EAC) Representatives and Delegates.

There were two key points emphasized as employees prepared to take the survey:
• Actions that were taken as a result of the 2017 survey
• The confidential nature of the survey

To ensure confidentiality, no raw data was handled by the County at any point during the survey or analysis. The third party vendor, HCP Associates, managed all questions, emails, data and reporting.

To address any concerns about follow-up, we asked each Appointing Authority to share actions taken as a result of the 2017 survey and distributed those in the July issue of The Pen. Changes included enhanced internal communications, increased accountability for performance reviews, opportunities for career advancement and learning, work schedule flexibility, and other process improvements.

Results
Employee engagement is the foundation of a successful workplace. We are very pleased to report that the UPS-wide response rate for 2019 was 83.7%. This means that more than 8 out of 10 employees participated which exceeded our goal of 75% and increased participation by almost 10% over the 74% participation rate in 2017.

There were no changes made to the questions in 2019 to preserve the trending capabilities of the data. Employees were asked to offer ratings of Pinellas County in general as an employer, as well as rate their department, workgroup, supervisor and Appointing Authority on a series of 60 measurements. The questions reflected workplace aspects such as pride, camaraderie, respect, credibility and fairness.

Key Findings for the Unified Personnel System
Respondents rated 56 of 60 questions favorably (over 50% positive ratings).

88% of UPS employees said they are likely to recommend working for Pinellas County.

Continued on page 2.
New Benefit Administrator for EAP and Behavioral Health

The administration of Pinellas County’s Behavioral Health Program is moving to UnitedHealthcare (UHC) and the Employee Assistance Program will transition to Optum (a subsidiary of UHC) from ComPsych as of January 1, 2020.

The move to UnitedHealthcare leads to a whole-person approach to your healthcare by integrating medical and behavioral health services with one administrator and allows for an expanded national network of behavioral health providers, addition of virtual visits and availability of out-of-network benefits.

Those utilizing behavioral health benefits may continue to see their current provider during the transition period from January 1 to March 31, 2020. More information will be forthcoming regarding the network change.

To learn more about this transition and benefits offered to you through the Behavioral Health and Employee Assistance Programs, view our FAQs.

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The highest rated item was *Maintaining a work environment that is free of drug or alcohol abuse* (93% positive). Other highly rated items included:

- *Maintaining a work environment that is free of violence* (91%)
- *Competitive benefits* (89%)
- *Values fit with the organization* (84%)

**Items rated favorably by FEWER than 50%:**

- There is a connection between compensation and performance (37% positive)
- Compensation (salary and benefits) compared with similar opportunities (49% positive)
- Dealing with low-performing employees (43% positive)
- Welcoming employee involvement in decision-making (49% positive)

It’s apparent that employees across the Unified Personnel System have a great deal of pride in the work that they’re involved with, connect with the values that are supported by the organization, and appreciate the robust benefits that are offered.

It’s also clear from the survey results that many employees are concerned about compensation. While market-based pay was addressed during the Classification and Compensation Study, further work is anticipated related to addressing internal pay equity and establishing a performance management approach to support performance-based pay adjustments. Information can be found on the study web page.

Dealing with poor performance is both critically important and greatly challenging. Human Resources will continue to offer learning opportunities for supervisors to strengthen skills in effectively addressing performance issues. In addition, our HR Business Partners are working directly with managers to provide individualized guidance, and they are providing assistance to some Appointing Authorities as they follow up on the survey results for their respective areas.

The UPS-wide survey results, the Executive Summary, and the summary of open-ended comments are posted at www.pinellascounty.org/hr/employeevoice.

My commitment to you from the beginning of this process has been to share the results with you in a timely and transparent manner, and I look forward to opportunities to meet with employees to discuss strategies to continuously improve the work environment and to position Pinellas County as a top-choice employer in the Tampa Bay region.
Q. If we are currently employed with Pinellas County but have been selected for an interview for an advancement opportunity within Pinellas County at a different department, do we need to take our own personal time off for the interview?

A. As Pinellas County encourages management to promote from within, it is always great to hear that employees are looking to take advantage of potential advancement opportunities within the Unified Personnel System. You can handle the situation about the interview in one of two ways:

1. If the interview is related to another position in the UPS, even if in another department or Appointing Authority, an employee can ask their current supervisor for a reasonable amount of administrative leave to attend the interview. The decision to grant administrative leave is up to the department and Appointing Authority. It is highly encouraged that such time is granted to the employee. The employee does have to specify the reason for asking for the administrative leave. Generally, two hours is a sufficient time frame that can be granted an employee for the interview, depending on the travel time. This time would not come out of the employee’s leave bank.

2. Some employees, for personal reasons, do not wish their current departments to know they are seeking another position within the County. They may request annual leave in advance of the interview to take part of the day or the whole day off.

How a particular employee decides to pursue the time away from their position is their choice. Most managers, although they don’t want to lose a good employee, are highly encouraging of an employee seeking advancement within the UPS and are willing to grant administrative leave to allow the employee to attend an interview.

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**Keeping You Informed**

**Explore the Human Resources Website:**
- [www.pinellascounty.org/hr](http://www.pinellascounty.org/hr)
- Benefits
- Employee Relations
- Health and Wellness
- Jobs/Career Opportunities
- Learning and Development
- Pay and Classification
- Retirement

**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](https://www.facebook.com/PCGovCareers)
- Facebook - [PinellasVolunteers](https://www.facebook.com/PinellasVolunteers)
- Twitter - [PCGovCareers](https://twitter.com/PCGovCareers)
- Twitter - [VolInPinellas](https://twitter.com/VolInPinellas)
- Instagram - [PCGovCareers](https://www.instagram.com/PCGovCareers)
- LinkedIn - [PinellasCounty](https://www.linkedin.com/company/pinellascounty)

**Learn About the Latest EAC Activities:**
- Employees’ Advisory Council

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**New in 2 Minutes**

Learn Something New in 2 Minutes

Negative attitudes are contagious. But there’s a cure! Learn 5 tips to overcome workplace negativity in 2 minutes by watching the video *Got the Negativity Bug?* or reading the script.
YOUR TOTAL REWARDS

Health • Wellness • Retirement • Compensation

For 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.

Don’t Delay: Only 7 Weeks Left

The December 31 deadline to obtain your 2020 preferred premium and save $500 is just around the corner. Get your biometric screening and health survey completed now!

What’s a preferred premium?
The preferred premium means you’ll save $500 in 2020 on your healthcare premium.

How do I earn the preferred premium?

Step 1: Complete the biometric screening.
There are two components — an annual physical exam and lab work.

Step 2: Complete the health survey.
The online Rally questionnaire asks about your health and habits, which can help you identify possible risks or medical conditions.

What if I’m not sure if I completed the two steps this year?
To verify that you completed both activities in 2019, see the handy Rally Quick Guide which includes screenshots.

How can I learn more?
View the Biometric Screening and Health Survey FAQs.

Annual Enrollment Recap

Annual Enrollment for 2020 benefits ended yesterday, November 14th. Here’s a recap:

• 20 meetings and webinars (day and evening)
• Approximately 425 participants attended a meeting or webinar
• 6,140 views of the Annual Enrollment webpages
• 960 views of the new OPUS Screenshots Guide

Classification & Compensation Study Completed

With the implementation of the classification and compensation recommendations for exempt employees, the Evergreen study has been completed and the contract with Evergreen has concluded.

The future examination of pay compression and equity will be conducted in-house. This work is expected to take place during calendar year 2020.

In due course, Human Resources will resume our past practice of conducting position audits. We’re working on a redesign of the Job Assessment Tool (JAT) instrument that we will use for conducting job analyses. In the next few months, the tool will be ready to use to enable us to better conduct position audits. We will share updates as they become available.

Flexible Spending Account Increase

On November 6, 2019, the Internal Revenue Service increased the maximum contribution amount by $50 from $2,700 to $2,750.

To avoid disruption to Annual Enrollment, this change needed to go into effect afterwards. We will email 2020 healthcare FSA participants the week of November 18th to ask if they want to increase their contribution to the new annual maximum.

Take Care of Yourself

In November’s To Your Health newsletter, you will find:

› Quit for Just One Day (Not Just for Smokers!)
› Are Supplements Worthwhile?
› Wellness Center Updates
› Maintain Campaign begins November 18
... and more!

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
Hundreds of Pinellas Drivers Legal Again After Operation Green Light

The Pinellas Clerk’s Operation Green Light initiative aimed to help individuals with Pinellas County cases in collections and it did just that. Over 1,000 customers attended the driver license reinstatement event which took place on October 16, 17 and 19. During those three days, eligible Pinellas County customers with suspended driver licenses had an opportunity to pay overdue court and traffic fines, while saving up to 25 percent on collections fees.

The savings were substantial for customers as over $100,000 in collections fees was waived. Over 60 driver licenses were reinstated with more than 400 being cleared. It took a few hours of waiting, but by mid-morning Richard Walker got his license reinstated. “I can definitely say this program has brought me a slice of freedom and it will help me achieve goals I couldn’t do without my license,” stated Walker.

Ken Burke, Pinellas County Clerk of the Circuit Court and Comptroller, was pleased with the number of people who attended the event and all the hard work his team contributed to the program’s success. “Operation Green Light offered a great opportunity to customers with cases in collections and we’re happy so many people got the break they needed to get their license back,” stated Burke. “The goal was to get more legal drivers out there and this initiative helped customers be able to afford it.”

The customers greatly benefitted from the savings and reinstatements, as did the Clerk’s office given the collection of payments on fines that would have gone unpaid otherwise. With the passing of a new state law, Clerks across the state of Florida have been mandated to offer a Driver License Reinstatement Days program at least once a year. However, there is no need to wait until next year’s event to discuss the option of a payment plan with the Clerk’s office. Those who couldn’t participate in the event are still encouraged to contact the Pinellas Clerk’s office as payment plans are available year-round.

Contributed by Vanessa Castrogiovanni, Clerk of the Circuit Court
Attend or Volunteer at the Holiday Lights in the Gardens

Source: Florida Botanical Gardens Foundation

Mark Your Calendar
Friday, Nov. 29, 2019 to Saturday, Jan. 4, 2020
5:30 - 9:30 nightly
Florida Botanical Gardens
12211 Walsingham Road, Largo
Suggested donation of $5 per person over age 13

What is It?
The 19th annual Holiday Lights in the Gardens is a favorite winter event for visitors of all ages. The gardens become even more beautiful than usual with the addition of one million sparkling LED lights in a multitude of colors. Vibrant laser lights and lighted figures will wow guests of all ages.

What to Do
Each evening includes the opportunity to stroll the walkways and enjoy food, drinks, and ice cream. Light-up items for the kid in all of us will be available for purchase. All types of seasonal gifts and decor will be available in our Botanical Bounty Gift Shop.

Parking
Parking, including accessible parking, is available at the primary event entrance, at 12211 Walsingham Road. Additional parking will be available at the Ulmerton entrance, but parking is limited so come early or choose to visit us on our non-peak days—primarily weeknights.

Volunteer
Our annual Holiday Lights in the Gardens event depends upon the support of hundreds of volunteers. Please sign up at www.flbgfoundation.org/volunteer.

Purpose
The event is sponsored by the Florida Botanical Gardens Foundation, Inc. to bring joy to the community and to help the gardens. Proceeds from the event provide financial support to the Florida Botanical Gardens to fund events, plant purchases, improvements, maintenance, renovations and staffing for the gardens.

More Information
Visit www.flbgfoundation.org/holiday-lights.

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.

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.
UlearnIT Here First  
Brought to you by: Human Resources Organizational & Talent Development (OTD)

Diversity and Inclusion

When you hear the words diversity and inclusion, what do they mean to you? Do you automatically think of the familiar terms you’ve heard so many times before? Words like race, ethnicity, gender, sexual orientation, age, socio-economic status, physical abilities, religious values, political beliefs, and national origin. Or do you allow yourself to be more open-minded to what the words mean? Inclusion is involvement and empowerment, where the worth and dignity of all people is recognized. An inclusive organization promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of life of its employees.

The true definition of the word diversity is that it means difference and that is all. The current buzz words related to diversity are all parts of diversity but are not the definition. Diversity is not just one thing; it is a concept that encompasses acceptance and respect. Embracing diversity means that individuals understand that each of us is unique and when we recognize and accept individual difference, we create a safe and nurturing environment for all.

Diversity is not tolerance, it is accepting and acknowledging difference in our colleagues and leveraging that difference to consider a different perspective. It is through this shared perspective that we can come to consensus and move forward knowing that the best result for all has been agreed to.

Diversity is the sworn enemy of prejudice and discrimination. To understand diversity, we must understand and appreciate all of humanity. Understanding leads to a shared vision and bridge building across differences.

Simply put, diversity means difference and inclusion means our ability to include difference.

Additional UlearnIT Resources
(Copy ID into search field after logging in.) Log in to Skillsoft.
- Bridging the Diversity Gap - ID: apd_01_a01_bs_enus
- Your Role in Workplace Diversity - ID: apd_01_a02_bs_enus
- Balancing Cultural Expectations and Diversity - ID: apd_01_a01_bs_enus

Pets of the Month
Contributed by Pinellas County Animal Services

November is **Adopt a Senior Pet Month**. This monthly awareness campaign reminds us how many times our older shelter residents are overlooked, when there are so many great reasons to consider an older pet!

Here are a few things to consider:
1. Housetrained! Need I say more?
2. Full grown! No guess work needed here.
3. Calmer...dare I say low-key?!

And a bonus...calmer means easier to train!

This month, we put the senior spotlight on Phoebe and Bear!

All of the cats and dogs in adoptions receive a wellness check, vaccines, microchip, and a license. We keep them up to date on dewormings, flea and heartworm prevention while they are in our care, too.

**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 by email at jrenner@pinellascounty.org.

Past his prime? No way! **Bear** is extremely loving and is not shy about it. Expect lots of head bumps and biscuit making! He is also talkative and LOVES cat toys, especially if they are covered in feathers. If you are in need of a large lap kitty, **Bear** is the one for you!

**Phoebe** has awesome ears and she will use them while she waits at the door for you at the end of the day. She will greet you with that beautiful smile and brighten your day. Phoebe is a mellow girl that likes to be near you. She is happy to sit by your side but her favorite thing to do is cuddle. Phoebe recently attended an event and we learned she loves kids and they love her too! She is a loving girl and will make a great family dog. Phoebe can’t wait to find her forever home. Can it be yours?

Pinellas County Animal Services, 12450 Ulmerton Road, Largo. View more adoptables at www.pinellascounty.org/animalservices/Adoption_Center.htm.
33rd Annual Christmas Bike Drive

Last year, through your record-setting generosity, we were able to donate 133 bicycles and helmets to children of needy families.

Let’s set another record in 2019.

We are collecting money now through December 2 to purchase bicycles for children of needy families.

- Each bike costs between $50 to $100.
- Can your department donate for one or two bicycles?
- Would you like to donate a bike in honor of someone?
- See your department’s Bike Drive Coordinator to donate.

To get more involved, contact your Bike Drive Coordinator or Andrew Pupke (464-3237) or apupke@pinellascounty.org.
Employees’ Advisory Council Representative Winners

Each year, half of the Employees’ Advisory Council Representatives’ seats are up for election. This year’s nominees ran unopposed so no election was necessary. Nominees were either self-nominated or nominated by their peers and are regular status, full-time classified employees.

<table>
<thead>
<tr>
<th>Congratulations to the Winners</th>
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<tbody>
<tr>
<td><strong>Henry Gomez</strong></td>
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<tr>
<td><strong>Randy Rose</strong></td>
</tr>
<tr>
<td><strong>Clare Monroe</strong></td>
</tr>
<tr>
<td><strong>Maggie Miles</strong></td>
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<tr>
<td><strong>Leena Delli Paoli</strong></td>
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<tr>
<td><strong>Chris Steermann</strong></td>
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<td><strong>Linda Cahill</strong></td>
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EAC Representatives are elected to two-year terms by their fellow employees and meet monthly to address important workplace issues, such as:

- Serving in an advisory capacity to the Pinellas County Personnel Board and the Director of Human Resources concerning personnel matters, policies, rules, and regulations affecting employees
- Developing and recommending ideas related to working conditions, morale, public image, efficiency, employee safety and employee benefit programs
- Appointing two members of the Personnel Board

EAC Delegates are appointed through an informal process for a one-year term that runs from March to February. Delegates attend bi-monthly meetings.

Visit www.pinellascounty.org/hr/eac to learn about the EAC and find the name of your EAC Representative.

Visit www.pinellascounty.org/hr/advocate to learn about the EAC’s Employee Advocate Program which assists employees in dispute resolution.

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

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.

Visit www.pinellascounty.org/hr/eac
SERVICE ANNIVERSARIES

30 YEARS

Gwendolyn Brooks, Property Appraiser’s Office
Anita Williams, Utilities

25 YEARS

Laura Jaeger, Safety & Emergency Services
Renette Bullock, Clerk of the Circuit Court

20 YEARS

Angela Roberson, Real Estate Management

Unavailable for Photo

30 Years
John Thompson, Utilities

25 Years
Alisande Davis, Tax Collector’s Office
Cheryl Groundwater, Property Appraiser’s Office

15 YEARS
Ryan Brinson, Planning
Paul Cozzie, Parks & Conservation Resources
Valerie Font, Tax Collector’s Office
Robin Gwaltney-Harris, Convention and Visitors Bureau
Isaiah Jackson, Utilities
Deneta Jones, Public Works
Danny Miller, Business Technology Services
Tammy Morano, Tax Collector’s Office

10 YEARS
Christina Abbey, Utilities
Cynthia Fisher, Tax Collector’s Office
Shannon Ransom, Utilities

5 YEARS
Ronald Acoff, Real Estate Management
Michael Adkinson, Real Estate Management
Brett Allmond, Clerk of the Circuit Court
James Bernard, Public Works
Robert D’Angelo, Real Estate Management
Alexander Fugate, Utilities
Jaime Ganote, Business Technology Services
Kimberly Greenleaf, County Commissioner’s Office
Teresa Hasbrouck, Real Estate Management
Bradley Lawson, Building & Development Review Services

Marion Nuraj, Clerk of the Circuit Court
Joseph Thames, Public Works
Bradley Weeks, Airport
Stephen Wrobel, Real Estate Management

3 YEARS
Katie Balut, Solid Waste
Gary Brinson, Public Works
Jabari Brown, Utilities
Craig Campbell, Convention and Visitors Bureau
Andrew Carr, Public Works
Christine Covais, County Administration
Carl Davis, Utilities
Richard Davis, Airport
Tyrone Davis, Utilities
Alex Flake, Utilities
Carl Hunter, Public Works
Rosemary Kern, Human Services
Sandra Leggett, Property Appraiser’s Office
John Maccracken, Public Works
Donald Moore, Fleet Management
Eddie Ramos, Real Estate Management
Jeffery Rast, Building & Development Review Services
Jacob Reed, Solid Waste
Wesley Sonnenberg, Public Works
Tina Wilson, Safety & Emergency Services
REPCO News

The next REPCO meeting is the annual Holiday Lunch Party on December 9, 2019, at noon at the Olive Garden Restaurant, 10500 Ulmerton Road, Largo. For questions, contact Rudy Garcia at (813) 855-3466 or rdgarcia@verizon.net.

Retirements

**OVER 34 YEARS**
Bruce Cherkas
Crew Chief
Stormwater and Vegetation
Public Works

**OVER 33 YEARS**
Alvira Lucas
Court Clerk 2
Court Assistance
Clerk of the Circuit Court

**25 YEARS**
Jane Tsardoulia
Records Specialist 2
Civil Court Records
Clerk of the Circuit Court

Retirees Unavailable for Photo

19 Years
Karen Isak, Business Support Specialist 1, Customer Service/Public Works

16 Years
Judith Barry, Human Services Case Manager 2, Housing Assistance/Human Services

Safety & Emergency Services

Team Spirit

Contributed by Theresa Robinette
Ambulance Billing and Financial Services

Alzheimer’s Awareness

Halloween
Business Summit Focuses on Community Partnerships

On October 23, Emergency Management, Economic Development and the Tampa Bay Beaches Chamber of Commerce hosted the first Beach Business Hurricane Preparedness Summit, which was held at the Emergency Operations Center in Largo. About 30 beach business representatives and community partners showed their commitment to the community by participating in the event that was ironically rescheduled due to the threat of Hurricane Dorian.

Joined by Visit St. Pete/Clearwater, Marketing & Communications, the Sheriff’s Office and Duke Energy, the discussion centered around evacuations, post-storm beach access, preparedness and recovery.

Watch a video of the event on the Tampa Bay Beaches Chamber of Commerce Facebook page. There are also photos of the event on Economic Development’s Facebook album.

Volunteer Services Celebrates 2019 Accomplishments and Shares Plans for 2020

A breakfast meeting for volunteer and intern site coordinators was held on October 11 to review accomplishments in FY 2019 and discuss plans for FY 2020. We are happy to report that in FY 2019, intern and volunteers contributed a combined total of 176,680 hours – which results in a savings of $4,492,972 for Pinellas County Government.

In FY 2019, we worked diligently to bring more awareness to internship opportunities as well as opportunities for youth, including students seeking to meet their requirements for the Florida Bright Futures Scholarship Program. This involved creating a greater digital presence for interns and students; increased presence at community events, intern and job fairs; and partnering with the Pinellas County School Board to provide summer internships for high school students. We also created exposure in local advertisements and updated our branding.

Our Strategic Focus Areas for FY 2020 are:

- Recruitment
- Retention
- Process improvements
- Internships
- Youth volunteers

You can look forward to more exciting projects including hosting internship workshops for departments, increased opportunities for internships and job shadowing, enhanced outreach efforts to local middle and high schools as well as recruitment and retention of volunteers in the community.
The Pen

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.

WHERE LEADERS ARE MADE

Pinellas Parler Toastmasters

The Learning Catalog is available online.

The catalog presents learning opportunities for employees and provides a framework to develop your knowledge and skills. View the catalog.

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

The Pen
Welcome Aboard!

New employees listed are for October 2019.

**Board of County Commissioners**

**Animal Services**
Deveray Ogren .............................. Ani Svcs Rep

**County Administration**
Tommy Almonte .............................. Asst Co Adm
Rodney Marion .............................. Emp Rel & Wkforce Dir

**Human Services**
Lisa Carrillo .................................. Plan Sec Mgr
Dawn Lucier .............................. Vet Svcs Ofcr 1

**Parks and Conservation Resources**
Edward Alston .............................. Park Rngr 1
Delaney Beam .............................. Office Spec 1
Joe Garces .............................. Spray Tech 1
Shaun Griffin .............................. Park Rngr 1
Pedro Heredia .............................. Mail Courier 2
Justin Imm .............................. Park Rngr 1
Cynthia Thompson .............................. Park Rngr 1

**Public Works**
Lisa Leighton ................................ Surv & Map Tech 2

**Real Estate Management**
Jason Ingle .............................. HVAC Mech
Timothy Lewallen .............................. Sr Reg Architect
Steven Stratton .............................. HVAC Mech

**Solid Waste**
Brittany Christopher .............................. Office Spec 1

**Business Technology Services**
Abhimanyu Adusumilli ...................... Info Tech Analyst Sr
Kevin Collins .............................. Database Dev
Martin Medekeri .............................. Bus Intel Analyst

**Clerk of the Circuit Court**
Staci Clarke .............................. Cust Info Ctr Spec 1
Jean Corvil .............................. Cust Info Ctr Spec 1
Susan Crowley .............................. Rec Spec 1
Adylen Hernandez .............................. Cust Info Ctr Spec 1
Shantel Higgins .............................. Cust Info Ctr Spec 1
Sandy Landers .............................. Cust Info Ctr Spec 1
Ryan McCabe .............................. Cust Info Ctr Spec 1

**Property Appraiser’s Office**
Michael Bleddynn .............................. GIS Cad 1
Lori Gioia .............................. PAO Appraiser 1
Joseph Gilbert .............................. PAO Appraiser 1
Polly Myers .............................. PAO Appraiser 1

**Tax Collector’s Office**
Laura Moore .............................. Cust Svcs Tech

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New Employee Orientation Oct. 14

New Employee Orientation Oct. 28
Consumer Corner  
From Pinellas County Consumer Protection

Savings Tips for the Holiday Season

The holidays can stir panic to find the perfect gift. This year give yourself the best gift of all, being debt-free. A big part of the holidays is shopping, but to limit your debt you need to spend less and save more. Here are a few tips to help you start saving during this holiday season.

Reexamine Your Shopping List: Try limiting your shopping list to immediate family and a few friends. When you scale back on extra purchases, you’ll have extra money to save.

Make a Budget: Once you know exactly who you’re buying for, the next step is to set a certain spending amount for each person and stick to it!

Pick the Payment: It’s always recommended to pay with cash. When you budget using cash you can see exactly how the money is allotted. If you must use credit, choose cards that will benefit you. Some cards offer interest free, cash back, or rewards. Don’t spend simply to earn perks, it will cost you more in the long run.

Redeem Rewards and Gift Cards: If you already have points, cash them in to help reduce your holiday spending. Use gift cards towards your purchases or use in combination with coupons/discounts for big savings.

Other Gift Saving Options: If buying for a few people, limit to one gift per person. Instead of buying for everyone, participate in a gift exchange, and draw names with your friends and family. An alternative to buying gifts could be making something or bartering services.

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 .

Create Sustainable Solutions  
Vision • Innovation • Collaboration

Holiday Tips

Pinellas County recycled 80% of materials in 2018. Want to help Florida reach its 75% recycling goal by 2020? Use these holidays tips and check out our A to Z Guide:

- Send electronic holiday cards instead of paper.
- Buy a potted Christmas tree. Replant it or turn it into mulch for your yard.
- Use recycled wrapping paper or buy wrapping paper made with recycled paper.
- Reuse paper bags or decorate with old fabrics/materials around your home.

THE RECORD KEEPER

Records Coordinators – Who Are You?

To help us maintain accurate user access to the Oracle Records Management System, please be sure to notify Records Management when a Records Coordinator moves to a new role or is no longer employed so access can be updated.

You should also let us know when someone needs to be granted access so we can arrange training and set up new access.

Just like your network credentials, your login for the Oracle Records Management System should not be shared and multiple people using the same user ID and password is not allowed. You should only log in using your user name and password.

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

**Shari Taylor**, 72, of Delta, Alabama, passed away October 31, 2019. She worked for the Tax Collector’s Office from which she retired in 2001 after 26 years of service. Read her obituary.

**Jerry D. Phillips**, 69, of Seminole, passed away October 15. He retired from Utilities GMD South in 2004 after 34 years of service. Read his obituary.

**Claudette Batton**, 74, of Pinellas Park, passed away October 20. She retired in 2009 from the Tax Collector’s Office after 24 years of service. No online obituary was located.

The Walk to End Alzheimer’s

Contributed by Theresa Robinette

Ambulance Billing and Financial Services

Team Clemons participated in The Walk to End Alzheimer’s on Nov 2nd at Raymond James Stadium, in honor of their mother, Lucille E. Clemons, who battled this disease for 14 years. This year’s theme was Fighting For The First Survivor. Special thank you to all the supporters. Team Captain: **Andrea Clemons Gammon** and team member: **Odessa Green**.

For Sale

11212 Cavalier Place Tampa FL 33626 – Westchase

Single story home 3 beds 2 baths with swimming pool and spa available in desirable gated neighborhood of Mandolin Reserve of Westchase. Looking for a quick sale. Price negotiable as we did not sign any contract with agent. Please contact me 727-239-2949 or email me at: kcseet@gmail.com.

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.