

Your Roles During Hurricane Season

Pinellas County Emergency Management

The 2021 Hurricane Season has begun, and it is important to remember that you have an important role not only as a County responder but also for your household and extended family members.

Your County Role as a Responder

As part of the Disaster Assignment and Preparedness Assessment (DAPA), you have been assigned a department essential disaster assignment, or you have chosen a County essential assignment that fits your interest and skills. If you did not choose a specific assignment, you will be assigned to a position as needed. Training is underway for shelter staff, call takers for the County Information Center, desk officers in the Emergency Operations Center and damage assessment. If you have not received training, please coordinate through your departmental Disaster Assessment Coordinator.

Personal Preparedness

In order to respond in your role as Disaster Responder, you need to have peace of mind knowing that your loved ones are safe while you are working during an event. Act now. Prepare and make plans for your family, home and other interests now. Consider the needs of your children, parents and pets. If you own a business, home, condominium or mobile home, take steps to protect it. Likewise, boats,

recreational vehicles and cars each require a plan.

There are three steps:

Know your risk: Look up your evacuation zone, your flood zone and assess your home for susceptibility to wind. Determine if your family can shelter at home or will have to evacuate. Do you have family members that may need additional assistance or have medical needs that cannot be met at home?

Make a plan: Have a plan that covers you before, during and after the storm. Know how to prep your home. Have a plan for after the storm if you lose power, have damages or need to make repairs.

If your family will have to evacuate, determine where they will stay, how they will get there, and have a back-up plan. Going to a host home is the recommended option. See the Intranet at [Pinellas Host Home Program](#) (*internal link*) for more information.


Another option is going to a hotel. The Rosen Properties in Orlando has extended a special offer to the families of Pinellas County Emergency Responders to stay there during evacuations. This is based on availability and is activated when the County enters the five-day cone. See more at [Rosen Hotel Program](#) (*internal link*).

There is also childcare services available with R'Club for children whose caregivers are working during an emergency. See the [R'Club Employee FAQ](#) for more information (*internal link*).

Stay informed: There are many ways to stay informed but making sure that you are connected to the information is part of being prepared. You should be getting information from your department directly for actions and

INSIDE

- [Page 2:](#) R'Club; EBS (OPUS) Upgrade Coming July 12;
- [Page 3:](#) Ask HR; From Kimberly Crum, HR Director
- [Page 4:](#) FSA Vendor, TASC, Simplifies Logging in to Your Account; June 18 - Wear Blue for Men's Health; Take Care of Yourself
- [Page 5:](#) KUDOS to County Employees Who Worked the COVID Testing and Vaccination Sites
- [Page 6:](#) Tax Collector Employee Shows Great Heart Donating a Kidney; Employee Spotlight
- [Page 7:](#) Spring Scramble Raises Record Amount; Employee Spotlight
- [Page 8:](#) Learning Hero Survey Results; Supervisor Boot Camp; The Top Ten Most Popular Classes this Year Through March
- [Page 9:](#) EAC; The Record Keeper: New Information Management System Project
- [Page 10:](#) Service Anniversaries
- [Page 11:](#) Retirements; REPCO News; Consumer Corner: Post-Disaster Tips
- [Page 12:](#) Promotions; Have a Question for Human Resources?
- [Page 13:](#) Welcome Aboard!
- [Page 14:](#) EXTRA



Take the first step to making a plan by taking the [Pledge to Plan](#) and we will email you tools to help you get started.

The Employee Voice Survey is Coming in August

This is your chance to say what you think and how you feel about working for Pinellas County.

Your Voice Matters.

Continued next page.

Your Roles During Hurricane Season - Continued from page 1.

steps needed as a County employee. You can [sign up for Alert Pinellas](#), the free notification system, and encourage your family and friends to sign up as well. Go to www.pinellascounty.org/AlertPinellas for information. Always keep an eye on the weather and only trust information that is issued by an official source. You can check the County website for updates at www.pinellascounty.org, and at [Pinellas County's Facebook](#) and [Twitter](#) and [Emergency Management's Twitter](#). Stay in touch with your supervisor and pay attention to any notifications that come from your disaster assignment coordinator and Emergency Management.

For more information on resources available to employees, visit the [Emergency Management Intranet home page](#) (*internal link*).

Friends and neighbors may also look to you for guidance on how to prepare and when to take action, as they may see you doing this early so you can report to work. Share your knowledge and engage them in helping your family as well.

We always hope for a quiet season, but we plan for a busy one. Thank you for all you do.



If you indicated on the DAPA survey that you would need childcare if you are activated during a declared emergency, you will shortly receive an email containing details on how to pre-enroll and what to expect.

If you did not indicate you needed childcare on the DAPA survey, you can still do so. Email AskHR@pinellascounty.org to request preregistration.

Please note: R'Club will activate before and after the event. Be sure to plan for childcare DURING the emergency event, such as a hurricane. R'Club will activate before and after the event **once conditions are deemed safe**.

If you have questions, contact AskHR@pinellascounty.org or call (727) 464-3367.

EBS (OPUS) Upgrade Coming July 12

Pinellas County is upgrading to the latest version of Oracle on July 12, 2021. We refer to the application as OPUS but it is known externally as EBS (E-Business Suite).

Most employees use the system to submit timecards, absence requests, iExpense, and view pay slips, benefits, and other employee self-services, and will only see minimal changes.

What is changing?

You will see some changes to the layout and format of some screens. Among the new features are:

- A new customizable global landing page giving you easy access to your current functions with minimal training.
- The global landing page will have an Announcements section.

What is not changing?

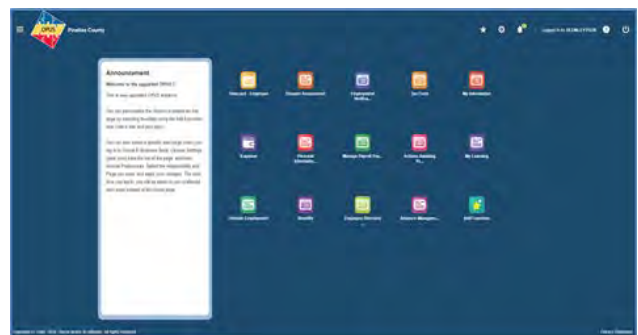
- You will not see changes to your work processes or ways you submit your timesheet.
- UserID, password and access level will not change.

Will there be training?

There will be training guides available ahead of the July 12 implementation to help you navigate the new features.

A [Frequently Asked Questions \(FAQ\)](#) document will help address some of your questions.

If you have questions or need additional support, email ebchangechampions@pinellascounty.org and they will respond or connect you with a Change Champion who can assist you.





Q. Is there a County-wide policy about returning to the office (after working from home during the pandemic) or is it up to individual departments to set the policy?

A. No, there is not a County-wide policy about returning to the office after having been remote due to COVID-19. The County's workforce spans across Appointing Authority organizations and departments/divisions with varying needs and functions, many of which have never been remote. As such, departments/divisions may develop policies about returning to work as appropriate under their Appointing Authority.

We encourage you to speak with your manager about any concerns.

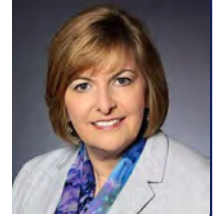
The Pen

Web pages to help you stay up-to-date.

- [Pinellas County Vaccine Information](#)
- [COVID-19 Vaccinations Facts and Myths Webinar](#)
- [Coronavirus \(COVID-19\) for County Employees](#)
- [Pinellas County COVID Response and Recommendations](#)
- [FAQs for Employees](#)
- [COVID-19 Testing Locations in Pinellas County](#)
- [Centers for Disease Control and Prevention](#)
- [Florida Department of Health](#)



From Kimberly Crum, HR Director



*Kimberly R. Crum
Director of Human Resources*

I am enjoying my time with the County more every day! Since additional County buildings have reopened and more meetings are resuming safely in person, I have had the opportunity to interact with more County personnel.

On May 12, I visited the Supervisor of Elections main location. What an operation! I was delighted to meet the staff and get the behind the scenes tour of their incredible operation. In all my years of exercising my right to vote, I hadn't really considered all the logistics necessary to make my turn at the ballot box so seamless.

On May 27, I had the pleasure of joining the Employees' Advisory Council (EAC) Delegate meeting at beautiful Philippe Park. This group had been unable to meet for over a year due to the pandemic. As I met co-workers before, during and after the meeting, I took the opportunity to learn what each person does for the County on behalf of our citizens. While some jobs are ones I have worked with before, others are completely new to me. One consistent theme was the passion each employee has for their job, and the pride they have for working in public service. I appreciate the opportunity to address the group, to answer questions and to hear what is important to employees and their families. I look forward to continuing to work with this group and the EAC more closely.

One of the highlights in my first eight months has been building relationships across the County. As I have said before, anything we accomplish as a County government will be done as a result of these relationships. When we partner together, we gain traction to get things done. I am looking forward to continuing to meet employees as I visit various worksites to learn more about County employment and how together, we can make Pinellas County a place that everyone wants to work.

At Pinellas County, every employee is important to our success and every employee has a voice. In early August, all employees will have the opportunity to tell me and the other Appointing Authorities what is important to you, how you think we are doing and what you think needs improvement -- through the 2021 Employee Voice Survey.

As the County has done every other year for nearly a decade, we will ask each UPS employee to complete a confidential online survey. County leadership has learned a great deal from survey responses and have taken action on feedback received. In next month's Pen, we will have a high-level overview of what's been accomplished throughout the organization since the 2019 survey was completed, even during a very challenging year.



I urge you to respond again this year. Your feedback is so important. We are listening and want to know what you think. Stay tuned for more information about the survey this month.

As always, Human Resources is here to help. Our HR Representatives are available to assist you at (727) 464-3367.

Stay safe and well.

YOUR TOTAL REWARDS

Health • Wellness • Retirement • Compensation

The Know Your Benefits Series features benefits programs you need to know and understand so you can make the right choices for you and your family.



2021 Benefits Partners

FSA Vendor, TASC, Simplifies Logging in to Your Account



All visitors to TASOnline.com will use one log in button located prominently in the upper right corner of the menu bar.

Go to www.TASOnline.com, select *Log In*. In the drop down menu select *Individual/Employee* to bring you to your sign in page where you'll enter the same user name and same password you have now.

It's easy to use the TASC debit card to access your FSA funds and pay for eligible items, up front, with no need to submit a reimbursement request.

See more information on our [FSA web page](#).

What is a Flexible Spending Account?

A Flexible Spending Account (FSA) is a special account you put money into – pre-tax – that you can use to pay for certain out-of-pocket health care costs. You never pay taxes on this money. This means you'll save an amount equal to the taxes you would have paid on the money you set aside.

Who is eligible to enroll in the Flexible Spending Account Program?

All permanent employees are eligible to enroll. You do not need to be enrolled in the health or dental plans to participate in an FSA Program.

Do I have to make a new election each year to participate in FSA for the next calendar year?

Yes. During Annual Enrollment, employees who wish to participate in the FSA Program must complete an election.

Can I carry over unused FSA funds to the next year?

Yes. For 2021 and 2022 only, all limits are waived so you may carry over any unused FSA funds from the previous year. You will not forfeit unspent funds, but keep in mind you must be enrolled in an FSA in the current year in order to use the previous year's rollover amounts. Your enrollment contributions must be at least the minimum of \$260 annually.

Can I change my FSA contribution?

Yes. You can change it at any time during 2021 using the [2021 FSA Change Form](#), per the Consolidated Appropriations Act which provides flexibility on FSAs during the COVID-19 pandemic.

DENTAL

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

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Optum
(866) 374-6061
liveandworkwell.com

FLEXIBLE SPENDING ACCOUNT (FSA) TASC

(800) 422-4661
www.TASOnline.com

HEALTH SAVINGS ACCOUNT (HSA)

Optum Bank
(800) 791-9361
www.optumbank.com

LIFE INSURANCE

Securian
www.securian.com

MEDICAL/BEHAVIORAL/MENTAL HEALTH

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

PRESCRIPTION Express Scripts

(866) 544-9221
www.express-scripts.com

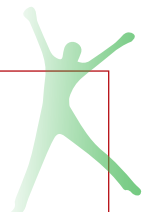
VISION

EyeMed
(866) 939-3633
www.EyeMed.com/en-us/member

Take Care of Yourself

In the [June To Your Health](#) newsletter, you will find:

- June is Men's Health Month
- The Biggest Losers - Clerk's Finance Division
- Multiple wellness webinars in June
- ... and more.



**June 18:
Wear Blue
for Men's Health**



Kudos to County Employees Who Worked the COVID Testing and Vaccination Sites

With major contributions by Season Groves, Emergency Management

Nearly 100 employees worked outside of their departments at the COVID testing and vaccination sites, which have now closed.

They worked as greeters, at registration and help desks, and observed the vaccinated to assure there were no untreated side effects from the vaccine. They worked the parking lots directing vehicle and foot traffic and helped to set up and break down the operations.

Emergency Management staff scouted and secured locations, sought needed supplies and operational support (communications, porta potties, tents, etc.), and saw to the ongoing operation of the sites throughout the period.

*We thank you all for your outstanding efforts!**

Dwayne Adams, Human Services

Angela Antwi, Human Services

James Ardes, Parks

Michael Baker, Public Works

James Bath, Jr., Public Works

Derrick Bennett, Public Works

Kyle Bennett, Public Works

Deasie Beverly, Utilities

Charles Boatwright, Building/Dev. Rev. Svcs.

Michael Boles, Public Works

Rodney Bolt (ret), Risk Management

Karl Booker, Human Services

Marcelo Bueno Bueno, Facilities

Mary Burrell, Emergency Management

Leslie Caplan, Solid Waste

Enoch Carmichael, Public Works

Kirk Coby, Real Property

Tony Contarino, Parks

Clifford Coston, Public Works

Michael DeMarco, Building/Dev. Rev. Svcs.

Daryl Dixon, Public Works

Justin Dorsey, Public Works

Jay Druckamiller, Parks

Tyler Dufala, Public Works

Brian Dyar, Public Works

Jessica Ealy, Building/Development Rev. Svcs.

Khyre Edwards, Human Services

Anousone Eicher, Human Services

Arelis Escalera, Marketing & Communications

Reujuan Farrell, Utilities

Damian Flagler, Utilities

Tom Gehan, Facilities

Jessica Geib, Human Services

Deronda Greenamyre, Parks

Chris Griggs, Public Works

Season Groves, Emergency Management

Sean Hannigan, Public Works

Ronald Harders, Public Works

Jay Heckathorn, Public Works

Scott Johnson, Human Services

Ashley Johnson, Marketing & Communications

Robert Johnson, III, Public Works

Johnathan Kuntz, Public Works

Lance Lewis, Public Works

Edgar Lopez, Facilities

Alyn Lynne, Public Works

Chad Madonia, Public Works

Michelle Marshall, Human Services

David Marte, Emergency Management

James Martin, Human Services

Darry Martin, Parks

David Martin, Public Works

Michael Masi, Public Works

Jessica McCracken, Emergency Management

Jason Miller, Parks

Sonya Miller, Parks

Karim Molina-Oyola, Office of Asset Management

Gregg Moore, Public Works

Michael Morgan, Public Works

Kimberly Newlin, Human Services

Daniel Nunez, Office of Management & Budget

Clayton Parrot, Emergency Management

Adam Pedzich, Emergency Management

Hipolito "Polo" Perez, Parks

Carlton Peters, Facilities

William Pittman, Facilities

Contina Porter, Public Works

Alex Raucci, Public Works

Paul Rebokus, Fleet

Bryan Rodriguez, Parks

John Scacca, Emergency Management

Walter Seay, Jr., Public Works

Mecca Serfustini, Emergency Management

Nina Serritella, Parks

Spencer Shaw, Emergency Management

Henry "Hank" Smith, Public Works

Chris Smith, Public Works

Robyn Sparrow, Building Services

Kyle Steele, Fleet

John Steele, Facilities

Kimya "Mya" Stewart, Public Works

Benjamin Stamnes, Public Works

Michael Stokes, Public Works

Diana Sweeney, REM

Sean Tipton, Public Works

Marshelia Voss, Parks

Rick Walker, Emergency Management

Tim Walker, Public Works

Craig Warren, Public Works

Cyndi Watkins, Community Development

Paul Weidmann, Parks

Sean Welch, Public Works

Benton Wells, Jr., Public Works

Mark Whiting, Public Works

Monique Wiles, Utilities

Joe Wolfe, Parks

Testing Sites:

- Duke Energy Center for the Arts - Mahaffey Theater
- Tropicana Field Lot #2
- Ruth Eckerd Hall

Vaccination Sites

- Pinellas Central
- Pinellas Park Performing Arts Center
- St. Petersburg Center for Health Equity
- The Centre- CSA Palm Harbor
- Largo – Highland Recreation Complex

"It has been a pleasure for me to work at the St. Pete vaccine site. The people coming to get their vaccines have been very appreciative of our efforts, and many have stated how well organized it is. Many of the people that I have interacted with have shared stories of terrible experiences by many of their family and friends in other parts of the country as it relates to getting vaccinated. Although small, I feel like I am making a dent in getting back to a relatively normal life."

James Martin, Human Services



Tax Collector Employee Shows Great Heart Donating a Kidney



If you've ever been to a Tax Collector's office, you've probably been asked if you would like to become an organ donor. In fact, this past April, Pinellas County Tax Collector Offices partnered with Donate Life Florida to spread organ donor awareness, raise funds, and encourage Pinellas County drivers to become organ donors. One Tax Collector employee, Mario Ramon, knows firsthand how important organ donation is.

This past February, Mario was presented with the Donate Life Florida "Inspiration Award" for donating a kidney to his younger brother, Nick, in 2019. Nick has a rare genetic condition that caused his kidney to fail at an early age. After discovering he was a perfect match with his brother, Mario said, "It was not a tough decision" to donate. Mario is truly an inspiration!

Mario has been with the Tax Collector's Office since 2020 and works as a Tax Technician at the South County Office. Living donor donations like Mario's are an option for patients who might otherwise face a very long wait to receive an organ from a deceased donor. Living donor transplants can be the best quality organs for candidates, especially if they are from a family member who is a donor match.

Read more about Mario's inspirational story at http://bit.ly/DonateLife_Mario. For more information about Donate Life Florida, visit www.donateliflorida.org.



The Pen

Employee Spotlight

Judi Anderson

Community Outreach and Customer Services Coordinator
Human Services



How long have you been with Pinellas County?
30 years

How long have you been in this position?
Since 2012

Have you had any other positions with Pinellas County?
I was a case manager, a fraud investigator, I worked on our Mobile Medical Van for a few years, I was a supervisor of our financial assistance program in both St. Pete and Clearwater and I was a supervisor for our Indigent Funeral Program and the Emergency Home Emergency Home Energy Assistance for the Elderly Program (EHEAEP).

Describe your job in 25 words or fewer:
I work as a liaison between the department, our providers, and the community. I do my best at helping anyone in the community that reaches out to our department for help.

Best part of job:
The best part of my job is that I am able to help people who are experiencing any type of difficulty getting connected with either our services or resources in our community so their quality of life is better. I am able to help people. I work for an administration that cares for our staff and community. I am proud and honored to be part of this team.

Most challenging part of job:
Finding housing for individuals and families who are experiencing homelessness as there's limited shelter space and affordable housing resources in Pinellas County.

Most memorable moment?
Probably the best moment professionally was helping a lady who was one day away from losing her home. Lourdes Benedict asked me to help, was supportive and we were able to help her. I have many memorable moments with our staff that I will cherish for the rest of my life. Our team had a 30-year surprise party recently after work that was one of the nicest things that ever happened in my life.

What do you do in free time?
I love to sail, travel, walk on the beach and spend time with friends.



Feeling Stressed or Anxious?

The Employee Assistance Program offers confidential assessment and short-term counseling at no cost for up to 6 free visits per issue per year per person. Visit www.pinellascounty.org/hr/EAP.

Employee Spotlight



Hailey Dietz

Tax Technician III
Tax Collector's Office, Mid County Branch

How long have you been with Pinellas County? I just hit 4 years with this amazing organization!

How long have you been in this position? I was recently promoted to Tax Technician III and officially have been in my new position for 1 week.

Have you had any other positions with Pinellas County? My journey has been within the PCTC. I started as a Tax Technician I, was promoted to a Tax Technician II, and promoted a second time to a Tax Technician III.

Describe your job in 25 words or fewer: I provide upbeat and professional customer-focused service to Pinellas County residents who need assistance with property taxes, driver licenses, and motor vehicle services.

Best part of job: There is always something new to learn and so many opportunities within the organization which allows you to grow professionally and personally. Of course, my co-workers are an added bonus. I work with so many amazing people. I love the interaction with our customers as well!

Most challenging part of job: Things consistently change - keeping up with all the state's updates to make sure we are processing work correctly and giving out the most up-to-date information!

Most memorable moment? I was assisting a customer with title changes after her husband passed away. It was her 3rd visit into the office and at the end of the transaction she told me that my customer service was a piece of sunshine in the dark time she was going through. Knowing that I made a small difference in her day, made my day!

What do you do in your free time? I spend most of my free time with my daughter, Aliyah. We love going to the beach, Busch Gardens, having movie nights, and getting pedicures!

Monte Meyers

Audit Compliance Specialist
Budget & Finance – Tourist
Development Tax Department

How long have you been with Pinellas County? I have worked for Pinellas County for 6½ years.

How long have you been in this position? I have been an Audit Compliance Specialist for nearly three years.

Have you had any other positions with Pinellas County? Within the Pinellas County Tax Collector's Office I have worked in the North County Office, Processing Support Office and now in the Tourist Development Tax Department of Budget and Finance.

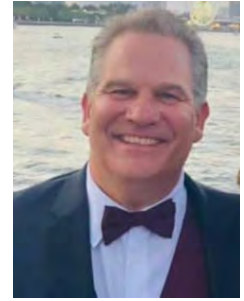
Describe your job in 25 words or fewer: Educating rental property owners to collect and remit the Tourist Development Tax on rentals six months or less; collecting, investigating and enforcing the tax.

Best part of job: I get to investigate online advertisements checking for compliance and the majority of the people we talk to are nice people looking to do the right thing.

Most challenging part of job: Tracking down non-compliant owners of rental properties in Pinellas County; getting them registered and current in their taxes.

Most memorable moment? Getting a mobile home park to come into compliance; resulting in the creation of 32 new accounts as well as bringing them current and collecting up to three years of back taxes on their rentals.

What do you do in your free time? Spend time with my family. We have a son who plays travel ball so we travel all over watching baseball. Love following all sports associated with THE University of Alabama. Spending time at the pool/beach.



The Pen

Spring Scramble Raises Record Amount



L-R: Stephan Gonzalez (volunteer), Becky Batten (OTI), Mallory Hubbard and James Poulter (Chi Chi's / First Tee of Clearwater).

April 3 marked the sold out 2021 **Pinellas County Spring Scramble** shot gun golf tournament at the Bay Palms Golf Complex in MacDill Air Force Base. Everyone was ready for some fun and players enjoyed the beautiful course and weather.

The pandemic altered somewhat how the tournament was run – no goody bags, no raffle, no lunch banquet (but lunch boxes). But that meant organizers didn't need to spend as much money as they had for previous tournaments. Therefore, the money raised and donated to The First Tee of Clearwater MORE THAN DOUBLED. Becky Batten (OTI) presented a check for \$2,500 to the [Chi Chi Rodriguez Youth Foundation/First Tee of Clearwater](#).

The next fundraising tournament is October 2 at the Clearwater Country Club. Watch for registration flyers in August.

Your Learning Opportunities

Learn Today. Be Ready for Tomorrow.

Pinellas County supports a learning culture for all employees. For more information, visit www.pinellascounty.org/hr/learning or call the Human Resources Organizational & Talent Development (OTD) team at 464-3796.

Learning Hero Survey Results

We polled our 80 Learning Heroes from around the County, to hear candid feedback and are now ready to take action.

For those that have not heard: Learning Heroes are a diverse group of approachable leaders who take charge of their learning journey and inspire other to do the same. Their goal is to encourage continuous learning and build a learning culture. Are you passionate about becoming an inspiring learner, empowering others, and becoming an expert in the pursuit of learning? If so, we want you! Want to find out more? Visit the [HR OTD SharePoint Site](#) or the [Learning Heroes webpage](#).

So, what did we learn from the survey data?

- Email is the preferred method of communication to promote learning opportunities followed by articles like this in The Pen
- Top 5 most popular items employees want to hear more about:
 - ◊ Learning Paths
 - ◊ Competency Frameworks
 - ◊ HR OTD SharePoint Site
 - ◊ ULearnIT
 - ◊ Certified Public Manager Program
- Learning Hero emails are valuable and full of helpful information

What are our plans for action?

- **Learning Bursts on the Top 5.** Learning bursts are specially tailored to meet learning objectives in 20 minutes. But, why 20 minutes? This amount of time is short enough to hold people's attention and precise enough to be taken seriously. But it's also long enough to say something that matters.

- **Learning Bursts will be held monthly** starting in June and ending in October. The first 20-minute event is scheduled for Friday, June 18th at 8:30 a.m. as a pilot for Learning Heroes. If all goes well, we will open the Learning Bursts for everyone to join in. We are committed to keeping them short, snappy, and more importantly, memorable. We'll plan for an extra 10-minute question zone in case someone needs clarification or if our discussion raises some questions. If we run out of time, we'll be happy to answer any questions. Just [email](#) us.
- **Email Campaign continues.** Each month we will create an email with a compelling call to action designed to benefit not irritate.

We are always happy to answer any questions whether you are having an issue registering for a course; want to brainstorm development options to meet your learning needs; or just tell us about your learning experience. We would love to hear from you by [email](#) or by phone at (727) 464-3367.

The Top Ten Most Popular Classes this Year Through March

1. [iExpense - PCard Training](#)
2. Income Tax Planning: Smart Planning for Your Taxes
3. [Goal Setting Works](#)
4. [Tuition Reimbursement](#)
5. [Power of Accountability](#)
6. [Interviewing Techniques](#)
7. [Managing Workplace Conflict](#)
8. [Project Management](#)
9. [Dealing with Difficult People](#)
10. [Problem Solving / Decision Making](#)

We do our best to schedule a class more often if there is interest (a wait list). Our goal is to offer the most popular classes more frequently, but we need your help to tell us the classes you want! [Contact OTD](#) if you'd like to be on a wait list for a class. View our [Learning Catalog](#) for the full listing.

Supervisor Boot Camp

The Supervisor Boot Camp series is being updated; however, you don't have to wait to take related courses.

The following related courses can be found in our [Learning Catalog](#):

- Coaching, Counseling and Mentoring
- Conflict Resolution
- Diversity & Inclusion in the Workplace
- Develop Your Emotional Intelligence
- Managing Integrity & Ethics
- Grievance & Disciplinary Procedures
- Generational Differences

Additional self-directed courses are available through ULearnIT, our online learning portal, and previous Boot Camp course materials can be found on our Boot Camp SharePoint site. Both links can be accessed from our Learning Catalog page.

We also have a [Manager Resources](#) web page with important links for a new supervisor or manager.



The Savvy Learner

There are no secrets to success. It is the result of preparation, hard work, and learning from failure.

Colin Powell

The Pen

WORK. GROW. MATTER.



Hello Everyone,

My name is Jeffrey Albenzio and I started with the Tax Collector's Office a little over 7 years ago. I began my journey after working at AMC Theatres for about ten years. Once I knew I was going to be a father, I knew I needed to find a good job with great benefits and retirement. A friend of mine that worked for the Tax Collector told me they were hiring, so I applied.

I was hired in August 2014 and I began my time with the County working at the North County branch location. I have worked in several different offices in my time with the Tax Collector. I was with the North County branch for 2.5 years. Since then I have worked in our Tarpon Springs location, Processing Support Center, the office on Gulf to Bay, and I am currently working at our Mid County office in Largo. My journey has had some ups and downs. Without the tremendous support from leadership at the Tax Collector's Office, I would not be where I am today. People here have taught me that no matter how hard it gets, you should never give up. I try follow that motto every day at work.

I met my wife at AMC Theaters, and we have been together since 2006 and married in 2012. We have a beautiful daughter named Aubrey and she has me wrapped around her finger. She tells me sometimes, "When mommy's not around I am the boss." My wife, Laura, works with the Clerk of Court as a supervisor in Recording.

I love my Tampa Bay sports teams. "Champa Bay" has two champions in less than a year! I enjoy coaching my softball team. I play with and on my daughter's baseball team. I also enjoy cruising with my family. I can't wait to take another cruise for my ten-year wedding anniversary coming up.



I am currently a Tax Technician 3. My day-to-day duties include assisting customers at the counter, working in various background audit areas, assisting employees that are new to a different transaction type, assist my team's supervisor where I can, or fill in for her when she is out. One thing I like about my job is there is always something new to learn. From collecting property taxes and transferring motor vehicle titles to renewing driver licenses and charter boat captain licenses, we assist Pinellas County citizens with a wide variety of transactions. Our Vision is "Customer Focused Excellence" and I strive to achieve that with every internal and external customer I interact with.

I was elected as the EAC representative in March of 2020. It has been an interesting experience trying to represent my peers and take part in meetings with everything being converted to virtual meetings due to the pandemic. I have learned a lot about what the various departments and organizations do in the County for the citizens. I look forward to representing and speaking on behalf of my coworkers. I will always be there for anyone with questions or concerns. Stay safe everyone and I hope to see you around the offices.

To learn more about the EAC, visit www.pinellascounty.org/hr/eac.

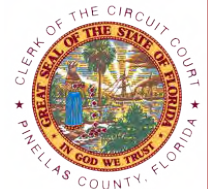


Contributed by the EAC Representatives

We wear **RED** on **Fridays** to **Remember Everyone Deployed**. It's a no cost way to show support for our family and friends who serve in the military. Please join us in showing your support by wearing **RED** shirts, dresses, pants, etc. every Friday. Read how [Red Friday](#) came to be.

The Pen

THE RECORD KEEPER



New Information Management System Project

The Records Management team is in the process of testing and review of our new information management system, which will replace both our Oracle-based box management system and Trakman. Please continue to use the current systems for your requests for now.

While we do not have an implementation date yet, once we move closer to a production date, you will be given advanced notice of current software systems shutdown.

Stay tuned for additional news and updates!

Service Anniversaries

35 YEARS



Joey Bingham
Utilities



Jacqueline Weinreich
Safety & Emergency Services

30 YEARS



Deb Bush
Solid Waste



Brenda Dixon
Safety & Emergency Services



Valerie Fuzz
Administrative Services

25 YEARS



William Singletary
Administrative Services

20 YEARS



Michael Seel
Utilities

Unavailable for Photo

35 Years

David Lasslo, *Utilities*

30 Years

Donald Ewing, *Public Works*

Todd Myers, *Contractor Licensing*

25 Years

Thomas Vaughan, *Public Works*

20 Years

Alison Abbinanti, *Utilities*

Karen Hamilton, *Clerk of the Circuit Court*

Danny Smith, *Clerk of the Circuit Court*

Cheryl Whitson, *Utilities*

15 YEARS

Blanca Gonzalez Human Services

Lori Mostrom..... Tax Collector's Office

10 YEARS

Mary Buccigrossi..... Business Technology Services

Bill Embree..... Solid Waste

Tieisha McCluster..... Tax Collector's Office

John Morton..... Parks & Conservation Resources

Bun Taing Utilities

Matthew Touchton..... Public Works

5 YEARS

Steven Boswell..... Administrative Services

Justin Dorsey Public Works

Tyler Ferris Public Works

Jordan Gottlieb..... Airport

John Hilpl..... Building & Development Review Services

Maria Kelly..... Public Works

Robert Kraft..... Public Works

Thomas Ludwig..... Parks & Conservation Resources

Perry Medland Public Works

Donald Melone..... Public Works

Vijayakalyana Mudunuri..... Business Technology Services

Walter Seay..... Public Works

Bill Seiter..... Clerk of the Circuit Court

Robert Slaughter..... Public Works

Rebecca Styly..... Forward Pinellas

Larry Thomas..... Animal Services

3 YEARS

Thor Adlerbert Tax Collector's Office

Melissa Barral..... Tax Collector's Office

Christine Brill..... Clerk of the Circuit Court

Scarlett Calderon Tax Collector's Office

Larry Dickie..... Administrative Services

Gregory Grabowski..... Airport

Dustin Guinta Administrative Services

Tyler Jones Utilities

Rebecca Kiefel..... Tax Collector's Office

Kelly Navarro..... Clerk of the Circuit Court

Alex Richtman..... Business Technology Services

Julia Sales..... Emergency Management

Michael Schoppe Public Works

Dhaneshia Shepherd..... Property Appraiser's Office

Jared Welhouse..... Public Works

Retirements

Over 36 Years



Maria Collura
Manager, Financial Accounting, Clerk of the Circuit Court/Treasury & Revenue

Over 30 Years



Pamela Glad
Office Specialist 2, Contractor Licensing

Retirees Unavailable for Photo

Over 39 Years

Bob Peacock, *Interagency Water Manager, Utilities/Customer Service*

Over 34 Years

Richard Russ, *Office Specialist 2, Convention & Visitors Bureau*

Over 16 Years

Michael Agliano, *Chief Park Ranger, Fort De Soto*

REPCO News

The next REPCO lunch meeting will be held July 12, 2021 at Applebee's Restaurant located at 5110 East Bay Drive. The meeting will start at noon. If you have questions, contact Rudy Garcia by email (rdgarcia@verizon.net).

The Pen

Consumer Corner: Post-Disaster Tips

From Pinellas County Consumer Protection

June 1st marks the start of hurricane season in Florida. Citizens are advised annually how to prepare & protect themselves and their property from the threat of a storm. But it's just as important to protect ourselves after the storm. Storm related fraud can cause you financial damage. Pinellas County Consumer Protection offers these post-disaster tips to help keep you safe.

- Deal only with licensed and insured contractors. Verify that the license is current and active by calling the Pinellas County Construction Licensing Board at (727) 582-3100 or visit www.pcclb.com.
- Vehicles may sustain damage due to a natural disaster. Before you purchase a used vehicle make sure to have it thoroughly inspected. Verify the repair shop is properly registered with the Florida Department of Agriculture and Consumer Services (FDACS). To learn more about your rights under the Florida Motor Vehicle Repair Act, visit at www.fdacs.gov.
- All charities soliciting within the State of Florida, excluding religious, educational and governmental entities, are required to register and file financial information with the Florida Department of Agriculture and Consumer Services. Be sure to check out the status of a charity before you donate by calling 1-800-HELP-FLA (435-7352) or visit www.fdacs.gov/Consumer-Resources/Charities.

- During a declared state of emergency, it is illegal for anyone to sell necessary goods or services at higher than normal prices. This is known as price gouging. If you suspect price gouging during a declared state of emergency, you can report the incident to Pinellas County Consumer Protection at 727-464-6200.
- Beware of unlicensed and unscrupulous insurance adjusters for hire. Adjusters for hire charge a commission which YOU must pay. Adjusters for hire CANNOT speed up the claim process.
- Never let anyone into your home without first asking for identification. Representatives of utilities, insurance adjusters, government offices and other reputable businesses will have proper identification.



For more information, to file a complaint, or check the complaint history of a business call Pinellas County Consumer Protection at (727) 464-6200 or visit www.pinellascounty.org/consumer.

Promotions

Promotions listed are for May 2021.

Board of County Commissioners

Administrative Services/Real Property-Facility Management

Rose Ott..... Real Property Specialist 3

Animal Services

Joseph Burch..... Animal Control Officer 3
 John Hohenstern Animal Control Officer 1
 Patrick Houck, Jr. Animal Control Officer 2

Building & Development Review Services

Clint McWilliams Development Project Manager 1

Human Services/Administration

Karen Yatchum.....Director 3

Human Services/Justice Coordination

Gabriela “Elle” Piloseno..... Section Manager 1

Parks & Conservation Resources/Extension

Jonathan Prieto Extension Specialist Sr.

Parks & Conservation Resources/Fort De Soto

Mary Streng Park Ranger 2

Public Works/Construction Management

Vincent Tejada Field Inspector 2

Public Works/Environmental Management

Lauren Doing Environmental Specialist 3

Public Works/Stormwater-Vegetation

Vanessa Aarons..... Administrative Support Specialist 1
 Joel Adams.....Tree Trimmer 2
 Ryan Goshay.....Maintenance 2
 Robert Johnson IIIAEO 2
 David MartinAEO 2

Public Works/Transportation

Joshua Cates.....Traffic Technician 1

Solid Waste

Catherine Eichner..... Section Manager 2

Utilities/Engineering

Jenelle Ostrowski Engineering Section Manager-PE

Utilities/Maintenance

Kenneth Houston Sr..... Utilities Maintenance Specialist 4
 Nicole Knoph Administrative Support Specialist 1
 Raymond Wells..... Utilities Maintenance Specialist 1

Utilities/Water Quality

Kristin PerkinsChemist 3

Clerk of the Circuit Court

Sierra Boetje.....Records Specialist 2
 Kelvin Cooks Customer Information Specialist 2
 Kenamika GottsRecords Specialist Sr
 Amanda McNeilly.....Records Specialist Sr

Commissioner’s Office

Stacy O’DonnellExecutive Aide

Office of Human Rights

Francis SarivolaEqual Opportunity Coordinator 1

Supervisor of Elections

Laurie Fidler Voter Outreach Manager
 Carriane McQuay.....Elections Administrator
 Esther Weston Elections Administrator

Tax Collector’s Office

Nicholas Acevedo Finance & Accounting Analyst
 Azra Day.....Supervisor
 Hailey DietzTax Technician 3
 Joshua Jones.....Tax Technician 3

Have a Question for Human Resources?

HR has streamlined our phone system to connect you to an HR Representative who can help you more quickly. Call our main line – **464-3367**:

- **Press 1 for Benefits or Wellness**, or
- **Press 2 for all other inquiries** and one of our team of HR Representatives will assist you.

You may also email AskHR@pinellascounty.org and one of our team will help you.

Welcome Aboard!

New employees listed are for May 2021.

Board of County Commissioners

Airport

Eric Distel Airport Traffic Assistant

County Administration

Christopher Sponn..... Special Projects Assistant C

Development Review Services

Crystal Smith Development Project Manager 2

Marketing & Communications

Sydney Criteser Public Information Specialist

Office of Management & Budget

Olivia Burrell-Jackson..... Project Coord.-Project Mgmt.

Parks & Conservation Resources

Jeremy Bayless..... Park Ranger 1

Eoin O’Leary Park Ranger 1

Alexander Parrey..... Park Ranger 1

Wesley Wheeler..... Park Ranger 1

Public Works/Air Quality

Joshua Myers..... Environmental Specialist 2

Public Works/Mosquito Control

Olympia Hines Spray Technician 1

Public Works/Stormwater

Ja’Quian Kellam..... Tree Trimmer 1

Public Works/Transportation

Neil Vacek..... Traffic Signal Technician 1

Regional 911

Alexandria Harker Law Enf Telecommunicator

Tracy Lahde..... Law Enf Telecommunicator

Brooke Schumaker..... Law Enf Telecommunicator

Utilities

Joel Brown Interagency Water Manager

Utilities/Customer Service

Adam Borgman Public Relations Coordinator

Utilities/Maintenance

Brett Bostick Trainee Underfill-A

Mack Brooks Trainee Underfill-A

Elcardo Burrows Trainee Underfill-A

Eric Kelly..... Trainee Underfill-A

Erik Peavey Trainee Underfill-A

Anthony Sullivan Trainee Underfill-A

Business Technology Services

Michael Crump Endpoint Specialist

John McIntyre..... Application Analyst

Clerk of the Circuit Court

Erin Brickfield..... Finance Operations Technician

Angela Budreau Finance Operations Technician

Catherine Poviones Board Reporter

Sarah Rathke Board Reporter

County Attorney’s Office

Anne Kersting Morris Assistant County Attorney 2

Human Resources

Maria Ciro Assistant Director

New Employee Orientation, May 3.





Employee and family news including kudos, weddings, births, graduations, memorials, and classified ads. Send your news to employee.communications@pinellascounty.org or call 464-3367.

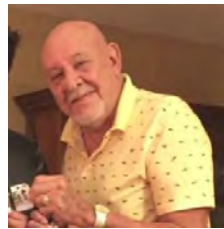
Gone but not Forgotten

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



Jeanne Farquharson, 71, of Seminole, passed away May 19. She retired as a Park Ranger in 2016 after 13 years of service. No obituary was located.

From former coworker Kathy Barile, *“She dedicated her life to public service and was so proud to be a Park Ranger. Jeanne’s positive attitude and love for life was evident every minute of her day. She devoted her life to her family, friends, fur babies, wildlife, and the environment. It was an honor and a privilege to work with her and to call her friend. Until we meet again.”*



Robert Lartz, 84, of St. Petersburg, passed away May 8. He retired from Fort De Soto Park as a Park Ranger in 1999 after 22 years of service.

[Read his obituary.](#)



James Schelling, 76, of Clearwater, passed away June 2. He retired from the Convention and Visitors Bureau as an Accountant 2 in 2006 after 5 years of service. [Read his obituary.](#)

William J. Welch Sr., 65, of Largo, passed away May 4. He left the employ of Pinellas County in 1997. No obituary was located.