



Proposed FY2024 General Increase and Salary Adjustments

On July 18, 2023, the County Administrator presented the FY2024 Proposed Budget to the Board of County Commissioners. The budget contains proposed funding for all Appointing Authorities and Constitutional Officers that includes a [general increase](#) for permanent classified and exempt Unified Personnel System employees which will include the following items, pending approval:

- Eligible permanent employees will get a **salary increase of 4.5%** based on their current salary.
 - Employees at the maximum of their pay grade will receive a lump sum.
- After the 4.5% increase has been applied, employees will be brought to the **minimum rate of their pay grade** (see below) **or get an additional increase to base pay of \$0.29 per hour**, whichever is greater.
- All employees' base hourly wages will be **at least \$18 per hour**. Effective October 8, 2023, the minimum of the following pay grades shall be as follows:
 - C10 — All positions in this pay grade will move to C13
 - C11 — All positions in this pay grade will move to C13
 - C12 — All positions in this pay grade will move to C13
 - C13 — \$18.00
 - C14 — \$18.31
 - C15 — \$18.62
 - C16 — \$18.93
 - C17 — \$19.24
 - C18 — \$19.50
 - C19 — \$19.87
- All other pay grade minimums will be increased by 2.5%, the pay range maximums will remain the same, and the midpoint will be adjusted so it is halfway between the new minimum and the unchanged maximum.
- The updated FY2024 pay plans will be posted in October. Our current pay grades are shown on the [FY2023 Pay Plans](#).
- Employees who are continuously employed from July 29, 2023 through January 27, 2024 will be eligible for a **final \$600 (before taxes) retention supplement payout** in February 2024.

These increases are subject to approval by the Board of County Commissioners in September and the approval by the Unified Personnel Board. Personnel Rules apply in how Appointing Authorities distribute the annual increase. Pending approvals, effective October 8, 2023, classified and exempt employees hired before October 1, 2023 may receive a general increase which will appear on their October 27, 2023 paycheck.

It is important that we invest in our most valuable asset — **our employees** — while being mindful of our taxpayers. All employees have experienced the current economic impacts across the region and the nation. We continue to make adjustments in order to be competitive and offset some of these economic impacts.

Have questions?

See the [Proposed FY24 General Increase and Salary Adjustments](#) webpage or email pay.class@pinellas.gov.

Employee Voice Survey Coming August 21–September 11



All employees are encouraged to complete the anonymous [Employee Voice Survey](#) starting on August 21, 2023. The biennial employee survey is your opportunity to tell us about

your experience working at Pinellas County.

Your responses are 100% anonymous. An outside agency (Polco) is conducting the survey. Neither Human Resources nor your manager can see names or individual responses.

Choose from 3 information session options. All sessions are identical and one hour in length. Use the links below to register:

- [Friday, August 18, 11:30 a.m. - 12:30 p.m.](#)
- [Tuesday, August 22, 3:00 - 4:00 p.m.](#)
- [Thursday, August 31, 8:30 - 9:30 a.m.](#)

Accomplishments achieved as a result of the 2021 Employee Voice Survey will be shared in next month's *Pen*.

Retention Supplement #2 Payout: August 4

Permanent employees who are employed continuously between **January 29 and July 29, 2023** are eligible to receive a [retention supplement](#) of \$600 (before taxes). The retention supplement will be paid out on **August 4**, a week sooner than originally scheduled.

For your convenience and based on feedback from employees, the retention supplement payout will be included in your paycheck. By adding the retention supplement to your regular paycheck, the \$600 supplement will receive the same tax impact as your regular paychecks. As such, some employees will see positive fluctuations from the first payout of \$422.11.

For employees generally scheduled for less than 40 hours, the supplement will be prorated (see [Retention Supplement Amounts](#)). No additional amount will be paid to those employees whose generally scheduled work week is in excess of 40 hours. Net pay will vary by employee based on current selected benefits and tax deductions. The retention supplement will be clearly designated and noted on your paystub.

No action is needed if you would like your retention supplement deposited to your bank as your normal paycheck is deposited. However, if you want your retention supplement to be direct deposited differently than your regular paycheck, you need to make changes prior to **July 27**. To do so, log into [OPUS](#), click on *Employee Self-Service*, click *Manage Payroll Payments*, and edit your pay instructions.

The Pen

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Donations Needed!

Donate Glasses and Socks through July 31



From now through July 31, we are **collecting used glasses** at [collection sites](#) across the County. Glasses accepted are prescription and non-prescription glasses, sunglasses, and reader glasses (no frames only, glasses cases, or safety glasses).

As part of their [Donate for Good Program](#), [EyeMed](#), our vision plan administrator, will donate \$5 to the [OneSight](#)

[EssilorLuxottica Foundation](#) for every pair collected. Glasses still in good condition will be donated to the [Lions Club](#), who cleans them and provides them to communities in need.

From now through July 31, Tax Collector offices are **collecting socks** for a local non-profit, [Clothes to Kids](#), through a "Sock it to Us!" initiative. Based on current needs, Clothes to Kids encourages donations of new girls' and ladies' socks. Monetary donations can also be made by scanning the Clothes to Kids QR code, which is displayed in all Tax Collector offices.

Every year, Tax Collector employees suggest and vote for a non-profit to support with internal fundraising through the Thread of Hope program. The 2023 charity is Clothes to Kids.





Q. How do I qualify for Public Service Loan Forgiveness and who do I contact about filling out the employer portion of the form?

A. Pinellas County employees with at least 10 years of service may be eligible for the Public Service Loan Forgiveness Program which forgives the remaining

balance on direct student loans after 120 qualifying monthly payments under an approved repayment plan. The 10 years of employment and payments do not have to be consecutive. The U.S. Department of Education determines eligibility.

Upon request, Human Resources will complete the employer information on page 2 of the [Public Service Loan Forgiveness form](#) to verify your employment with Pinellas County. Visit our webpage for [steps to follow](#).

For questions on the program or form, visit [Public Service Loan Forgiveness](#) or call the Federal Student Aid Information Center at (800) 433-3243.

Q. Do I need to fill out the Registration Packet for R'Club Childcare each year?

A. Yes, the [Registration Packet](#) for R'Club needs to be completed annually.

Q. Is vision insurance included with the County's health insurance plan?

A. Yes, [vision coverage](#) is included with Pinellas County's health plan. Vision coverage is not provided by Cigna, but instead is provided by [EyeMed](#). EyeMed provides ID cards to members when you enroll. Please note that you don't need an ID card to use your vision benefits, just your name and birth date. Visit EyeMed's website to find an [in-network eye doctor](#). First-time users will need to [register](#) for an account.

Q. How do I access the Employee Rewards Program?

A. Visit the [Rewards Program](#) (internal link for employees). Employees earn rewards points for service anniversaries and completing certain [wellness incentives](#). Points can be redeemed for electronics, fitness/sports, food, clothing, home decor, kitchen, lawn and garden, tools, toys, and more.

The Pen

Biometric Screening: Know Your Numbers Webinar Recording

BMI, BP, HDL, LDL! What does it all mean and why do we need a biometric screening anyway!? These important markers are vital in getting an accurate picture of your health status, but they can be confusing. Watch the [42-minute recorded webinar](#) with Dr. Lydia Malcolm who talks about important biometric markers, what they mean for your health, and how to improve them.

The deadline for this year's [biometric screening and health assessment](#) is **November 30**. Employees who prefer the Physician Results Form are encouraged to upload it, rather than fax it, and submit it as early as possible **before November 1** since it can take up to 5 weeks for the form to be processed.

If you have questions, email wellness@pinellas.gov or call (727) 464-3367, option 1.



Food Trucks on Wednesdays

Connect with your co-workers during Food Truck Wednesdays at three County locations.



You can order at the truck, or pre-order up to 3 days ahead, pay and select a pick-up time using each location's unique link. The cuisine rotates each week for variety. You can also sign up for email reminders of which truck is coming each week using the links below.

Clearwater Campus

Wednesdays 11:00 a.m. - 2:00 p.m.
400 South Fort Harrison Avenue

In front of the Annex building. View the [Clearwater Campus Food Truck Schedule](#) and pre-order if desired.

Criminal Justice Center (NEW)

Wednesdays 11:00 a.m. - 2:00 p.m.
14250 49th Street North, Clearwater

Near the main entrance. View the [Criminal Justice Center Food Truck Schedule](#) and pre-order if desired.

STAR Center / Raytheon

Wednesdays 10:30 - 1:30 p.m.
7887 Bryan Dairy Road, Largo

West parking lot near Raytheon main entrance. View the [STAR Center/Raytheon Food Truck Schedule](#) and pre-order if desired.

The Pen

A monthly publication by
Pinellas County Human Resources

Would you like to put something in the Pen?

[Submit News to the Pen](#)

[Submit a Classified Ad to the Pen](#)

Contact us with questions at
employee.communications@pinellas.gov.

YOUR TOTAL REWARDS

Health • Wellness • Retirement • Compensation

Hinge Health: Free Digital Exercise Therapy Available



Employees, their spouse/ domestic partner, and their adult dependents enrolled in a Pinellas County medical plan now have access to Hinge Health, a free digital exercise therapy program to support muscle and joint health.

With digital exercise therapy, you can do sessions anytime, anywhere for free — right from your phone, in just 15 minutes a day, 3 times a week. The Hinge Health app and therapists (via video) guide you in short therapy sessions, demonstrating step-by-step how to do the low-impact exercises and stretches. Your treatment plan may include an exercise kit with wearable sensors so you can receive live feedback and adjust your body position as needed.

Hinge Health can help with prevention of injuries, recovery from an injury or surgery, and relief from chronic pain. Hinge Health data indicates that on average, participants reduce their pain by over 60%.

To learn more and sign up, visit [Hinge Health](#).

Upcoming OnSpot Dates

Get a skin cancer screening and other dermatology services in a mobile office setting at your worksite.

- **Human Services, August 3 (new location)**
647 1st Avenue North, St. Petersburg
- **Clerk of the Court, North County, August 8 (new date)**
29582 U.S. Highway 19 North, Clearwater
- **Justice Center, August 15**
14250 49th Street North, Clearwater

For more information and to register, visit [OnSpot Dermatology Bus](#).

Mammogram Bus is Back

AdventHealth's Mammogram Bus is open to all Pinellas County Government employees with insurance,



as well as covered spouses and domestic partners. A 3D mammogram is covered at 100% as an annual preventive screening for women age 40 and older. If you are outside the County's health plan, please check with your provider.

- **Clearwater Courthouse, August 3 and 11**
315 Court Street, Clearwater
- **Human Services, August 8**
647 First Ave. N., St. Petersburg
- **Parks & Conservation Resources, August 10**
12520 Ulmerton Rd., Largo
- **Pinellas County Justice Center, August 24**
14250 49th St., Clearwater
- **Public Works, August 10**
22211 U.S. Highway 19 N., Clearwater
- **STAR Center, August 30**
7887 Bryan Dairy Rd., Largo

View [Mobile Mammogram](#) to make an appointment.

Voluntary Benefits that Work for You

Our [Identity Protection](#) voluntary benefit includes the Elder Fraud Center which contains the latest news about scams targeting older adults and an Elder Fraud Helpline where you can reach a trusted advocate 24/7.

Did you know our [Critical Illness](#) voluntary benefit pays \$50 for completing a health screening once per calendar year? This benefit is payable for the covered employee, spouse and dependent child(ren).

If you don't have these benefits in 2023, consider enrolling this November for coverage in 2024.

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2023 Benefits Partners

DENTAL

[Cigna](#)
(800) 862-3557

EMPLOYEE ASSISTANCE PROGRAM (EAP)

[Cigna](#)
(800) 862-3557

FLEXIBLE SPENDING ACCOUNT (FSA)

[TASC](#)
(800) 422-4661

HEALTH SAVINGS ACCOUNT (HSA)

[HSA Bank](#)
(800) 357-6246

LIFE INSURANCE

[Securian Financial](#)
For questions, call Benefits
(727) 464-3367

MEDICAL/BEHAVIORAL/ MENTAL HEALTH

[Cigna](#)
(800) 862-3557

PRESCRIPTION

[Express Scripts](#)
(866) 544-9221

VISION

[EyeMed](#)
(866) 939-3633

VOLUNTARY IDENTITY PROTECTION BENEFIT

[AIP](#)
(800) 789-2720

VOLUNTARY LEGAL ASSISTANCE BENEFIT

[ARAG](#)
(800) 247-4184

VOLUNTARY SUPPLEMENTAL MEDICAL BENEFITS

[Aflac](#)
(800) 433-3036

Take Care of Yourself



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

- Seeing Our Health Clearly
- July & August Wellness Activities
- Factors Affecting UV Exposure and How to Manage Them
- Food Additives: What You Should Know
- Group Fitness Class Schedule

2023 Art Show FAQs

Registration closes September 8

How do I register?

Register online using the National Arts Program [registration form](#).

What's new this year?

This year, it's a one-step process to register and submit your artwork on the National Arts Program website.

- When you register for the Art Show, you will upload a [photo of your artwork](#). Previously you registered on the National Arts Program website and emailed your art to Human Resources later. Now, **your artwork must be completed (and photographed) before you can register**. It is not possible to go back and edit your registration later to upload your art.
- If you submit two items, you will need to complete a separate registration for each item.

Who is eligible to participate?

Pinellas County Government employees, retirees, volunteers, interns and their immediate family members are eligible.

What are the rules?

Please see the [Art Show Guide](#).

Is the show in-person or virtual?

The show is virtual. All artwork is displayed online.

What categories of art are included?

Photography, painting, works on paper (such as watercolor, pencil, ink, etc.), sculpture, craft, and mixed media are included. For more info, see the [Art Show Guide](#).



Colors of Pinellas



What about artwork from a kit?

No kits or paint-by-number pieces are accepted.

What if I'm not sure if I registered?

Email employee.communications@pinellas.gov if you need to confirm your registration.

How will others view my artwork?

Participants submit a high-resolution photo of their artwork. The photos are used to create a virtual art show for others to view and enjoy. The judges will evaluate the digital images to select a winner.

How do I take a photo of my art?

See [Do's and Don'ts for Photographing Art](#).

Do I need to frame my artwork?

No. Participants do not need to frame artwork since it will be "displayed" in digital format only.

How many entries can I submit?

There is a limit of 2 entries per artist. Complete a separate registration form for each entry.

Does the art need to be recent?

Yes. Submit original art completed in the last 3 years.

Can an artist win more than one award?

No. An artist cannot win more than one award in their classification, such as First and Second Place for Adult Intermediate.

Can I buy artwork in the show?

Yes — some artwork will be indicated *For Sale* in the digital show. If you are interested in buying an item, contact Employee Communications by [email](#) or call (727) 464-3571.

Find it Fast: HR from A to Z



Our [A to Z Index](#) was viewed over 29,000 times last year!

- Find what you need on the Human Resources website quickly and easily. Access the A to Z link on the left-hand side of any Human Resources webpage.
- New items are added to the listing frequently. Let us know if you have items to add by emailing AskHR@pinellas.gov.

Career Opportunities

Employees who introduce their friends or family members to career opportunities at Pinellas County may earn up to \$1,000 cash through our [Employee Referral Program](#).

Here's a tip for current employees—every Tuesday we email a list of postings open only to current employees. Look for the email or bookmark the [Internal Career Opportunities](#) webpage.

Follow Pinellas County Government Careers on social media by clicking the icons below:



National Parks Month 2023



Since 1985, the month of July has been celebrated as Parks & Recreation Month to promote building strong, vibrant and resilient communities through the power of parks and recreation and recognize the professionals and volunteers that maintain our country's parks.

We hope you enjoy this Department Spotlight as part of the celebration.

Parks & Conservation Resources Department Spotlight

What services are offered by the department? Pinellas County is home to over 20,000 acres of [parks and preserves](#) with the most beautiful examples of pristine Florida landscapes. Each park and preserve is unique; from world-famous beaches, tranquil lakes, and lush green expanses of native habitat, to learning centers, all-inclusive playgrounds, and dog parks.

Services offered include:

- [Campsite or Picnic Shelter Reservations](#)
- [Annual Parking Permits for Boat Ramps and Beach Parking](#)
- [Year-Round Volunteer Opportunities](#)
- [World Class Bike and Walking Trails](#)
- [Culture and History](#)
- [Special Event/Wedding Permitting](#)
- [Beach and Water Activities](#)
- [Florida-Friendly Landscaping Incentive Program](#)
- [UF/IFAS Naturally Florida Podcast](#)

What projects is the department currently working on?

- Fort De Soto Bay Pier (anticipated opening — August 2023)
- Majeed Discovery Garden at Florida Botanical Gardens (anticipated opening — fall 2023)
 - Children's Garden and free play facility with hands-on educational experiences



Rendering of Fort De Soto Bay Pier

- Development of PCR Volunteer Invasive Removal Program
- Park Chapter 90 Ordinance Update
- Continued acquisition of parks/environmental lands
- Development of Community Garden Pilot
- Dansville Community Park — Renovation of existing 11-acre stormwater facility (construction set to begin December 2024)
 - Amenities to include multi-use path, restrooms, picnic shelters, benches, open play area and parking
- Weedon Island and Brooker Creek Educational Exhibit upgrades



Parks & Conservation Resources staff

- New boardwalks at Brooker Creek Preserve and Wall Springs Park
- New playgrounds at Fort De Soto Park North Beach and John Taylor Park
 - All new playgrounds will meet national standards for inclusivity and ADA accessibility
 - Pour in place surfaces and shade trees
 - 3-year plan for additional park locations

What are some achievements of the department within the last year?

- Attained [Bee City/County USA](#) designation
- Began implementation of Unincorporated Seminole Youth Sports Masterplan
- Implemented license plate recognition software for parking enforcement
- Implemented mobile parking technology with Flowbird and Park Mobile
- Awarded a \$25,000 grant for Heritage Village Virtual Rendering of Historic Resources and completed new concrete pathways at Heritage Village
- Prepared ReDiscovery software for the web for Heritage Village's publicly searchable database; digitization of maps and photographs; creation of item level records, 200 rare book records, Turner Collection records, 500 General Photograph Collection records
- Mobi-mat installations at Fred Howard and Sand Key Parks to assist ADA access
- Completed ARPA Playground Replacement RFP, awarded contract, and commenced design on the first project slated for John Taylor Park
- Installed new playground at Ray Neri Park 46th Street entrance
- Planted 400 pine trees (2 acres) and 15,000 sea oats (1 acre) at Fort De Soto Park and installed a message board at the Fort De Soto entrance to assist customers with park notifications
- Completed renovation of Ochs 4-H facility to expand education and training opportunities



New boardwalk at Brooker Creek Preserve

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Parks & Conservation Resources Department Spotlight continued from page 6

What do you enjoy about working in the department?

Bruce Andrews (Office Specialist 1): What I enjoy most about working in my department is working with an amazing team!

Tami Maloney (Department Fiscal Supervisor): It is very rewarding to be part of a department tasked with providing such amazing recreational spaces to citizens and visitors of Pinellas County. Having an office at the beautiful Botanical Gardens and such helpful and friendly coworkers is also an awesome perk; it's really hard to have a bad day given the opportunity to "take a walk" and enjoy the scenery and wildlife during breaks and lunches.

Eoin O'Leary (Horticulture Specialist, Florida Botanical Gardens): Working in a matrix of rangers and other excellent Parks staff gives me joy. I value and appreciate our many colleagues that work solo and autonomously to

keep our parks beautiful.

Team work especially delights me; knowing that many people had a hand in the success of a project is a thing to savor. While we may encounter a challenging citizen, we are also rewarded by those who praise our efforts.

When we spark joy in a



Rendering of new playground at John Taylor Park

patron, we are the sparks department!

James Stevenson (Education Outreach Supervisor): Although there are many, many aspects of my job in the department that are rewarding and enjoyable, perhaps the most fulfilling is the opportunity to engage and inform our visitors, citizens and even coworkers on the marvel and wonder of our native plants and animals. Even though I am based at Brooker Creek Preserve, our wildest place in the County, I have the opportunity to bring educational outreach to all of our wonderful and diverse parks and preserves. Even in our over-developed, urban county, the parks and preserves provide enough space to support thriving wildlife refuges.



Majeed Discovery Garden site plan

Bringing research-based information on species habits and habitats to our citizens helps them become better stewards of our precious natural resources.

What do you want people to know about the department that most people don't know? Employee appreciation is celebrated throughout Pinellas County every year in May. However, Parks & Conservation Resources defers its celebration and recognition of staff to align with National Parks & Recreation Month in July. It's our opportunity to recognize our dedicated professionals who build strong, vibrant communities through the power of parks, preserves and recreation. This year's theme, "Where Community Grows", celebrates the vital role of park professionals in providing essential services and fostering the growth of our communities.

How can employees reach out to the department? Employees can call the Customer Contact Center at (727) 582-2100 or email the department at parks@pinellas.gov.

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BCC Issues National Parks & Recreation Month Proclamation



At the July 18 meeting, the Board of County Commissioners issued a proclamation recognizing the month of July as National Parks & Recreation Month.

*Back row left to right: Commissioner Chris Latvala, Commissioner Dave Eggers, Commissioner Charlie Justice, Commissioner Rene Flowers, and Commissioner Brian Scott
Front row from left to right: Vice Chair of the Pinellas County Parks & Conservation Resources Advisory Board Bryan Beckman, Chair of the BCC Janet C. Long, and Science Advisory Member of the Pinellas County Parks & Conservation Resources Advisory Board Miles Croom*

Fort De Soto Park Rangers’ Continuous Improvement Pilot Success

At the start of the Continuous Improvement Pilot in spring 2022, Fort De Soto park rangers shared their experiences being hampered by small but reoccurring issues. During the summer and fall, rangers captured data on the issues preventing them from completing their work as scheduled or planned, turning anecdotes and stories into facts and figures. The information rangers collected revealed a loss of 41.3 hours between July and September 2022 caused by out-of-service small hand equipment, improper maintenance, and lack of consistent processes around equipment inventory.

Rangers recognized the impact of the problem and decided to act. A team of five park rangers, with guidance from a Continuous Improvement Program coach, established consistent maintenance and inventory processes for non-vehicle equipment and small hand tools. Within two months, they conducted a physical run through of the shops, documented all supplies and equipment, and did a quick assessment of the inventory

to determine what would stay or be disposed of. The chief ranger coordinated with the Sheriff and Fleet departments to move their large equipment to a different storage unit to provide rangers with easier access to the most often-used supplies. The team held informal training during ranger meetings to let staff know of the changes happening in the shop. Now when new staff is hired, they are trained on the revamped storage system and processes — solidifying it as a standard way of operating.

The improvement project was identified in September 2022 and even just bringing awareness to the issue resulted in a 24% decrease of lost time between October-December 2022. By the time the inventory was mostly implemented in January 2023, rangers had completely erased lost time associated with small tool inventory issues. Now Fort De Soto park rangers can easily find necessary materials and equipment, reducing frustrations and supporting the team’s continued success.

The Pen



Airport Awarded TSA Airport of the Year, Recognized on Jeopardy

Congratulations to the Transportation Security Administration (TSA) team at St. Pete-Clearwater International Airport (PIE) for being awarded the 2022 TSA Airport of the Year!



What airport was used as a Jeopardy clue on June 29?

What is PIE?

Pictured to the right is the clue that appeared on Jeopardy that stumped the contestants!

THIS DESSERT IS THE CODE OF ST. PETE-CLEARWATER INTERNATIONAL & COMPLETES ITS RHYMING WEBSITE "FLY2..."

Photo credit: Kristina Parks

Public Works’ Successful Internship Program with Pinellas Technical College

Pinellas County Public Works has partnered with Pinellas Technical College to provide internships to students in its Public Works Academy Program. Public Works has funds to pay up to 5 interns each semester to work alongside staff and crews to gain real life experience that helps prepare them for future employment. Interns work roughly 16 to 20 hours per week in Stormwater Operations or with the Roadway & Bridge group.

Since 2020, the County has been able to hire and retain 9 full-time staff members from the internship program, showing that the partnership is proving to be a success for the students, the school and the department!



Animal Services Launches Foster to Adopt Program

Adopting a pet is ultimately a lifelong commitment. We know that becoming a potential new pet parent or adding to your already established pet family can be a tough decision to make. That's why our Foster to Adopt Program may be the way to go. Animal Services' Foster to Adopt Program allows you to take the pet home for 7 calendar days to decide if it's the right fur-ever pet for you.

How it Works

The Foster to Adopt Program basically puts you and the pet in a pre-adoption stage. What that means is that the pet is no longer on the adoption webpage for the 7 calendar days of your process. A foster dog will be sent home with a crate, harness, and the current food we are feeding it. A foster cat will be sent home with a collar (if available), cat box, and the current food we are feeding it. This time should be used to see if the pet is a good fit in your home with your family and other pets. If you already have pets at home, we request that you bring them in for a meet and greet with the potential foster pet.

During those 7 days, that pet becomes part of our foster program, which means that you have full support from our medical and customer service teams. If you have any questions or concerns, we are here to help you. Our medical team can also address any medical concerns during this time.

What happens when I'm ready to adopt?

The Foster to Adopt Program allows 7 days for the provisional adoption but you can finalize the adoption as soon as you are ready within the 7-day period. When you are ready, please return to the shelter to finalize the adoption. The pet can stay at home or come for final goodbyes.

You will receive a Summary & Medical Report that has your new pet's medical history of their time within

our care. This is especially helpful to bring to your first veterinary visit with your new pet. You'll also receive an adoption packet that has helpful information about making your pet's transition into your home a success. You'll also receive your new pet's license tag and certificate. Upon adoption, your pet's microchip will be registered at no cost to you.

What if it's not a good fit?

If you realize that the pet is not the right fit for your family, that's okay. You can choose to bring the pet back to the shelter and find a different pet that may be a better fit.

How do I get started?

If Animal Services' Foster to Adopt Program sounds like a good option for you, first head over to our [Adoption Center](#) where you will find all of our adoptable animals waiting for their forever home. If you see a dog that you are interested in, we ask that you follow the instructions on the wall regarding where the leashes are kept and how to get the dog out to interact within one of our play yards. Remember, if you have children and/or other family members at home we recommend that you do a meet and greet before bringing the pet into your home setting. Also, if you are considering a dog for adoption and you have a dog at home, we recommend a meet and greet with the new dog and your current dog.



Animal Services employee Angel Paul-Marlet (left) and her boyfriend, Cordell (right), with their dog Koda (right) and their new dog Arlo (left) who they adopted through the Foster to Adopt Program

The Pen

Got a Bright Idea?



Pinellas County
BRIGHT IDEA AWARD

- Earn up to \$2,500 cash for submitting an idea that improves productivity, efficiency, quality, and/or cost effectiveness.
- All classified (hourly) employees are eligible.
- Submit a suggestion that identifies a problem and recommends a specific improvement.

To learn more or submit your suggestion, visit www.pinellas.gov/suggestion.



Childcare and Eldercare

Need help caring for your children or elderly parents? EAP offers directories of licensed childcare centers, family daycare homes, adult daycare, and more. Visit www.pinellas.gov/EAP.

Employee Assistance Program (EAP): Providing counseling and so much more to all Pinellas County employees.

Don't Fall for Artificial Intelligence Scams



Artificial intelligence (AI) is intelligence demonstrated by computers as opposed to humans. Computer systems have been designed to perform tasks that previously only humans were capable of doing, such as visual perception, speech recognition and translation between languages. As AI systems advance, they can better emulate human-like responses and social cues,

resulting in scams becoming more sophisticated and harder to detect.

One way scammers are using AI is to clone voices, often generated from audio content posted online. Scammers use voice cloning to con people into believing a family member is in danger. The calls come from an unknown number on caller ID. The voice sounds exactly like your loved one saying they're in trouble and need your help by sending them money. It's a common scam that costs victims millions of dollars each year.

Some common versions of voice cloning scams are:

Grandparent Scam

You receive a call that sounds like your panicked grandchild saying they have been in a car accident or have been arrested and they need you to help them by sending them money.

Fake Kidnapping

Parents receive a frantic phone call claiming their child has been kidnapped and they need to pay a ransom for the child to be released.

Deepfake Videos

Videos are manipulated to appear as if someone is saying or doing something they haven't. Usually, celebrities are the target of these types of videos.

Here are a few tips to help protect you from falling victim to these types of scams:

- **Don't trust the voice:** Always verify the whereabouts of your loved one who is supposedly calling you. If you can't reach them, try to reach them through their family or friends.
- **Use a code word:** Have a code word that only you and your family know. Ask the caller for the code to verify if the call is real.
- **Be suspicious if asked to make payment:** Scammers often ask you to pay cash or ways that are the same as cash, like wiring money, cryptocurrency, or gift cards.
- **Be wary of unsolicited calls:** Caller ID numbers can be spoofed to show up as someone you know.
- **Be careful if you are asked to share personal information:** This includes your date of birth, Social Security number, account numbers, and passwords.
- **Conduct an online search:** Do an online or reverse image search to locate similar videos to help you determine if an image, audio, or video has been altered.

For more information on scams, to file a complaint, or check the complaint history of a business, call Pinellas County Consumer Protection at (727) 464-6200 or visit [Consumer Protection](#).

Employee Spotlight



Jasmyne Green

Position: Tax Technician 1

Department: Tax Collector's Office

How long with Pinellas County?
10 months.

Describe job in 25 words or fewer: My job is fast-moving but rewarding and challenging. It's nice to serve the citizens of the County and find different ways to make coming here a great experience. Even if I cannot process their transaction, I can set them up with the things they need.

Best part of job: The best part about my job is my coworkers. They definitely make coming to work

enjoyable and are always willing to step in and help out with customers and with knowledge on things.

Most challenging part of the job: The most challenging part would have to be figuring out different ways to say you are unable to process something at that moment.

Most memorable moment? My most memorable moment was walking in on my first day to the office and having a welcome sign at my desk and being welcomed with open arms.

What do you do in your free time? Binge watching my favorite shows over and over and trying new restaurants with my friends.

Your Learning Opportunities

Learn Today. Be Ready for Tomorrow.

Pinellas County supports a learning culture for all employees. For more information, visit [Organizational & Talent Development](#) or call the team at 464-3367, option 2.

The Mindset of a Lifelong Learner: Frank Roberson

Zig Ziglar once said, “If you are not willing to learn, no one can help you. If you are determined to learn, no one can stop you.”

Frank Roberson must have heard Zig Ziglar. Frank is a Water Conservation Coordinator with Utilities Field Services who started his employment with Pinellas County Government last year and since that time has actively pursued many learning opportunities. We caught up with Frank and asked him his thoughts on being a lifelong learner and how he uses this knowledge every day.

Why do you like to learn?

Learning helps me broaden my horizons and encourages self-development. With every upcoming course, ULearnIT course, and in each section of the [Learning Path](#), there was something new to help me acquire knowledge. This made it possible for me to identify new opportunities for learning and growth. As a result of these courses, I have been able to identify a more efficient way of working.

What do you like to learn?

I like to learn useful stuff. I love fitness and bodybuilding. Anatomy fascinates me, as does acquiring new languages especially Macedonian. I also like supervisory and managerial courses. Additionally, I enjoy learning practical skills such as gardening and cooking.

How do you stay motivated to learn something every day?

I set realistic and achievable goals. I continuously learn something new every day especially when taking ULearnIT courses. I would start with one or two that I could manage during my workday or week. From there, I would work my way up to more and more. As a result, I stayed motivated and on track.

How did you find the time to complete ULearnIT courses?

I continue to make learning a habit. I set time aside daily. Even short learning bursts add up and, bam, finished; done in no time! Learning becomes a habit with less and less effort each day.

How did these courses help you recognize your leadership style?

The Emerging and Evolving Learning Paths allowed me to acquire new, or further strengthen, the necessary skills of leading others. I used skills from “Leadership at Every Level” to share, teach, and lead others. I fully support skills development and growth so that others will be capable of achieving goals today and tomorrow.



How did your leadership support your learning journey?

How do I see my leadership reflecting on my learning journey, well, that was very important to me. I wanted to show I could do what was expected in my position and also finish all stages of the Learning Paths. My leadership helped me identify my strengths and weaknesses and supported me through each stage. I regularly reflect on my skills to recognize patterns, learn from experiences, and adapt to new and different styles and techniques based on the situation.

How do you use what you learned in your daily role as a supervisor?

I try to continuously identify strengths and weaknesses first in myself and then in my team. I then share them with the team with the goal of continuously moving in the right/future direction. I also take challenging management and leadership courses whenever I can like “Discover the Leader in Utilities” “Fearless” and “Ignite Leadership” tracks, the Emerging and Evolving Learning Paths, and ULearnIT courses. I look for mentors in higher positions to ask questions about how they got to be in their current position and why they chose it.

How did you build a learning culture within your team?

I like to lead by example. I make sure everyone understands that learning is imperative not just for the team, but for the entire County. It is an advantage to have the opportunity to gain knowledge and growth through the development of personalized learning plans. In addition, it promotes learning and collaboration within the County. These learning programs will help measure the success of the County today and in the future.

Feel free to [reach out to your Organizational & Talent Development team](#) with any questions about upcoming learning opportunities and how to use our online learning portal [ULearnIT](#) to keep your career moving forward.

Welcome Aboard

New employees listed are for June 2023.

Board of County Commissioners

Administrative Services

Nicholas Charts Craftworker 1
 Soriel Cruz-Morales Procurement Analyst Coordinator
 Ryan Hoerle HVAC Mechanic
 Natalie Ryburn Purchasing Systems Coordinator
 Patrick Washer Craftworker 1

Animal Services

Jesus Hernandez Rivera Animal Services Representative

Building & Development Review Services

Lindsay Cope Environmental Specialist 1
 David Ensley Building Inspector 1
 Hilliary Houston Administrative Support Specialist 1
 Christopher Marte Building Permit Technician 1

Convention & Visitors Bureau

BaiLeigh Carlson CVB Sales Representative

County Administration

Brian Ulbricht Special Projects Assistant C

Economic Development

Patricia Shepherd Administrative Support Specialist 1

Human Services

Reginald Fujimoto Veteran Services Director

Parks & Conservation Resources

Perry Bonjernoor Park Ranger 1
 Richard Cerrone Park/Preserve Maintenance Worker
 Max Colegrove Lifeguard
 Mara Johnson Education Outreach Specialist
 John Knebel Lifeguard
 Jordan Miller Park Ranger 1
 Jason Moore Park/Preserve Maintenance Worker
 Marlon Negron Lifeguard
 Amanda Silva Lifeguard

Public Works

Austin Deal Trainee Under-Fill A
 Darrius Gainer Maintenance 1
 Lauren Wolf Grant Worker B

Safety & Emergency Services

Damian Malerba Ambulance Billing Analyst

Solid Waste

Jeffrey Rivers Scalehouse Services Specialist 1

Utilities

John Cinchett Administrative Support Specialist 1
 Amanda Kostacky Customer Services Specialist
 Dashaun Warren Meter Reader 1

Business Technology Services

Samuel Krosney Systems Administrator

County Attorney's Office

David Barrera Assistant County Attorney 1
 Patrick Brannon Assistant County Attorney 1
 Ekaterina Scagnelli Legal Secretary
 Gabrielle Teate Legal Secretary

Clerk of the Circuit Court

Jennifer Carter Records Specialist 1
 Christopher French Records Specialist 1
 Elvia Goodwin Fiscal Records Specialist
 Susan Klein Finance Operations Technician
 Francisco Milian Business Analyst
 Randi Mitchell Records Specialist 1
 William Steurnagel Finance Operations Technician
 Emily Treadway Records Specialist 1
 Jami Tucker Finance Operations Technician

Supervisor of Elections

Maria Miller-Castillo Office Specialist 2
 Katherine Nencetti Administrative Support Specialist 1
 Rahni-Symone Shakir Administrative Support Specialist 1

Tax Collector

Melissa Bloomer Tax Technician 1
 Suzanne Byers Tax Technician 1
 Carissa Coburn Tax Technician 1
 Jolanta Dawidczyk Tax Technician 1
 Omar Delgado Tax Technician 1
 Agata Drozd Tax Technician 1
 Jeffery Floyd Tax Technician 1
 Channing Floyd Jr. Tax Technician 1
 Tierra Goodson Tax Technician 1
 Joel Jacob Tax Technician 1
 Ryne Podlas Tax Technician 1
 Takira Robinson Tax Technician 1
 Alyssa Taravella Tax Technician 1
 Briana Young Tax Technician 1

The Pen

June 5 New Employee Orientation via Zoom



Promotions

Promotions listed are for June 2023.

Board of County Commissioners

Building & Development Review Services

Suzette CovellPlans Examiner 2
 Aeisha Martin Development Project Manager 2
 Albert McCloud Plans Examiner

Convention & Visitors Bureau

Dede Haggerty Market Intelligence Specialist

Human Services

Tia Brown Administrative Support Specialist

Parks & Conservation Resources

Gary Nelson Trades/Field Services Supervisor
 Alfred Wright Trades/Field Services Supervisor

Public Works

Savira SolomonSpray Technician 1

Safety & Emergency Services

Robert CrandallApplication Analyst
 Leyna Lacognata Business Systems/Qlty Rww Coordinator

Solid Waste

Dustin GrosskopfAccounting & Finance Technician

Utilities

Jarrell Carter Trainee Under-Fill A EEO3
 Travis Coble Trainee Under-Fill A EEO3
 Kelsie Cross Utility Billing Coordinator
 Alexander Hannah Trainee Under-Fill A EEO3
 Calvin LockettUtilities Maintenance Specialist 2

Business Technology Services

Abhi AdusumilliBusiness Intelligence Developer
 Raj ReddyReddyApplication Developer, Sr.

County Attorney

Allyson Matos Executive Assistant 3
 Christina O’Sullivan Paralegal

Clerk of the Circuit Court

Connor Brill CCC IT System Analyst 2
 Lisa Eutize Records Specialist, Senior
 James Huebner CCC IT System Analyst, Senior
 Krista Johnson Board Reporter
 Teresa Ribble Board Records Supervisor
 Jennifer Shawen Assistant Manager, CCC IT
 Gage Szekeres CCC IT System Analyst 2
 Rachel Wyllie CCC IT System Analyst, Senior
 Jessica ZovichFiscal Records Specialist

Human Resources

Jake Nicholas Human Resources Technician

The Pen

THE RECORD KEEPER



Recycling vs. Records Destruction

There are many rules related to the proper disposal of records, so before you discard papers into the office recycling bins, ask yourself these questions:

- Were the records created or received as official business for your organization?
- Are they originals?
- Is the content considered confidential?
- Can a retention schedule be applied to the records?

If you answered yes to any of these questions, please contact Records Management so we can help you properly destroy your records. We can be reached at (727) 464-5555.

Upcoming Blood Drives



Did you know that one blood donation can save up to three lives? You can donate whole blood, red blood cells, platelets or plasma. Please consider donating! Walk-ins are welcome or [schedule an appointment](#).

Clearwater Courthouse

315 Court Street (west parking lot)
August 16, 11:00 a.m. to 4:00 p.m.

Public Works

22211 U.S. Highway 19 N., Clearwater (in front of the Survey building)
August 17, 12:00 p.m. to 5:00 p.m.

Solid Waste

3095 114th Ave. N., St. Petersburg
August 16, 10:00 a.m. to 1:00 p.m.

STAR Center

7887 Bryan Dairy Road, Largo
July 27, 9:00 a.m. to 1:30 p.m.

Service Anniversaries

Service anniversaries listed are for June 2023.

35 YEARS



Scott Coulter
Parks & Conservation
Resources

30 YEARS



James McKillen
Building &
Development Review
Services

25 YEARS



Christine Frangipane
Tax Collector's Office



Sandra Nesti
Clerk of the Circuit
Court

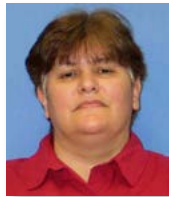
20 YEARS



Lyle Fowler
Parks &
Conservation
Resources



Daphne Johnson-
McCluster
Housing &
Community
Development



Dawn Lopez
Utilities



Robert Yackoski
Public Works

Unavailable for Photo

20 Years

Sharon Bryant
Utilities

Geoffrey Giaquinto
Tax Collector's Office

Eric Thompson
Parks & Conservation
Resources

3 TO 15 YEARS

10 Years

Lynn Abbott..... Safety & Emergency Services
David Appellee Clerk of the Circuit Court
Doug Brightwell..... Animal Services
Regina Callahan..... Clerk of the Circuit Court
Dinalda Canizales..... Clerk of the Circuit Court
Steven Clark..... Business Technology Services
Rebecca Crisp..... Housing & Community Development
Timothy Didario Tax Collector's Office
Charles Frye..... Clerk of the Circuit Court
Ben Rothermel Public Works
Marianne Ryan Clerk of the Circuit Court
Matt Tischer..... Tax Collector's Office

5 Years

Cierra Chin..... Utilities
Terri Eaysr Tax Collector's Office
Justin Elsasser..... Public Works
Megan Frazer Property Appraiser's Office
Marizol Garcia Utilities
Brad Grabo Economic Development
Xavier Jones..... Public Works

Stephen Kaczmarek..... Clerk of the Circuit Court
April Klimkoski..... Business Technology Services
Cheryl Lawrence Contractor Licensing
James Munro..... Business Technology Services
Dawn Norris Clerk of the Circuit Court
Kirsten Welch Public Works

3 Years

Brandon Bomar..... Public Works
Judy Breadon Human Resources
Jennifer Bryant..... Tax Collector's Office
Raymond DiPasquale Property Appraiser's Office
Loman Dorsey..... Public Works
Daniel Hryniewich..... Utilities
Joel Smith Public Works
Raymond Snell..... Building & Development Review Services
Toni Steele Parks & Conservation Resources
Sean Stewart..... Tax Collector's Office
Anita Wang..... Public Works
Ashley Wesley-Loyd Tax Collector's Office
Zachary Westfall..... Public Works

Retirements

Retirements listed are for June 2023.

Over 21 Years



Karen Cervone-Nitz
Department Administrative
Manager,
Safety & Emergency Services



Phyllis Tausend
Paralegal,
County Attorney's Office

18 Years



Katecia Brown
Fiscal Records Specialist,
Clerk of the Circuit Court

Retirees Unavailable for Photo

Over 22 Years

Michael Engelmann
Engineer 3, Utilities

Over 21 Years

Stanley Pasek
Project Coordinator - Technical,
Utilities

Over 19 Years

Gregory Ramsey
Office Specialist 1,
Parks & Conservation Resources

18 Years

Charlene Johnson
Fiscal Records Specialist, Clerk of the
Circuit Court

Jo Stimbrosky
Records Specialist 2, Clerk of the
Circuit Court

REPCO News

The next REPCO lunch meeting will be on August 14, 2023 at Quaker Steak & Lube located at 10400 49th Street North in Clearwater. The meeting begins at noon; please arrive early to order your meal prior to the start of the meeting. A representative from St. Petersburg Museum of History will join us and provide a presentation on the information and items available at the museum. If you have any questions, contact Rudy Garcia at rdgarcia@verizon.net or (813) 855-3466.

HR: Here to Help You

PHONE

Call the HR main line at **(727) 464-3367**:

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

EMAIL

Email us at AskHR@pinellas.gov, and one of our team members will help you. For benefits inquiries, please email at employee.benefits@pinellas.gov.



Your Source for Employee Info

The Pen Extra

Employee and family news including kudos, weddings, births, graduations, memorials, and classified ads. Send your news to employee.communications@pinellas.gov or call (727) 464-3367.

Gone but not Forgotten

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



The Pinellas County Property Appraiser's Office is deeply saddened to announce the passing of our dear friend and colleague, **Jay Allen**, who passed away on July 7, 2023.

Jay started with the Property Appraiser's Office in February 2015 as a Commercial Appraiser at the

Clearwater Courthouse location and in 5 years was promoted to Assistant Director of the Commercial Appraisal Department in July 2020.

Jay participated in ROTC and was a graduate of Florida State University. He enjoyed boating, raising his grandson and was known to have a deep passion for Corvettes and collector cars.

Jay's commitment to his work and leadership of his staff was evident, especially during the pandemic when it was vital to continue operations.

Jay's quiet demeanor, quick wit, dry sense of humor and unwavering commitment to family and friends are qualities that we will carry with us and never forget.

Our deepest sympathies and heartfelt condolences to Jay's wife Kristen, his son Richey, and grandson Archer.

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

Aimee Bowman, 76, of Clearwater, passed away on May 19, 2023. Bowman retired in 2002 as an Appraiser 5 with the Property Appraiser's Office after over 28 years of service with Pinellas County Government. [View her obituary.](#)



Mary Bowra, 73, of Greenville, SC, passed away on June 4, 2023. Bowra retired in 2013 as an Accounting Support Specialist after over 18 years of service with Pinellas County Government. [View her obituary.](#)



Margaret Chancey, 84, of Lakeland, passed away on June 15, 2023. Chancey retired from Pinellas County Government in 1996. No obituary was found.

Cynthia Henry, 72, of Clearwater, passed away on May 28, 2023. Henry retired in 2003 as an Office Assistant with Workforce Relations after over 13 years of service with Pinellas County Government. No obituary was found.

