



## Your Voice Mattered: Accomplishments Since the 2021 Employee Voice Survey

### Employee Voice YOUR VOICE MATTERS

In the past two years, the Appointing Authorities have made adjustments and enhancements as a direct result of your answers to the 2021 survey and other internal surveys. Significant efforts were made to address employees' desire for improved two-way communication and work relationships, professional development, career advancement, strategic planning, work-life balance, flexible schedules, employee recognition and much more. **For a detailed list of accomplishments per each Appointing Authority, see [Employee Voice Survey Accomplishments](#).**

#### Communications and Work Relationships

- Many departments throughout the County implemented a sequence of communication meetings including quarterly division wide meetings, monthly management meetings and weekly departmental meetings.
- BTS made many improvements to its employee's SharePoint site, including critical department timelines, important policies, a self-service training, and BTS Leadership News.
- Contractor Licensing Department was an early adopter of SharePoint to manage projects, processes, documents, and data in a dynamic platform. In early FY23, the department deployed an updated SharePoint site as a platform for the team to connect, collaborate and communicate.
- Human Resources developed an internal interactive SharePoint site that provides departmental updates and accomplishments, hosts important documents, and serves as a hub for the Strategic Plan and Employee Voice Survey goals.
- Public Works' Transportation Division improved communication between the sections within the division so there is awareness of what each section is currently working on, recent accomplishments, upcoming projects, etc.
- Solid Waste conducted a Climate Survey for the department. The management team has responded to items identified in the survey and continues to build on the strengths identified.
- Supervisor of Elections increased employee inclusion in processes such as hiring, procedure updates and equipment purchase.

#### Professional Development

- Clerk's Finance Division recruited a professional learning and development analyst to administer the policy and procedure system, internal and stakeholder trainings, as well as career development opportunities. Over 20 sessions have been designed to assist those with financial responsibilities throughout the County.
- County Attorney's Office provided opportunities for employees to advance their careers by obtaining work-related skills and relevant certifications were put in place.
- Forward Pinellas established a Professional Development Program to promote and fund staff's continued education and training opportunities.
- Human Services introduced new communication efforts with all employees regarding conferences that staff attend.
- Supervisor of Elections offers training and certification opportunities for employees.

#### Promotional Opportunities

- Clerk's Finance Division promoted 23 employees from within the division over the past 18 months.
- Clerk's Technology Division increased team member professional development opportunities, including promotions based on career ladders.
- Property Appraiser's Office promoted 33 employees since 2021.
- Supervisor of Elections created cross training plans and career ladders.
- Tax Collector's Office developed a new process for promotional opportunities, including the Intent to Promote form. The satisfaction increased from 78.1% agreeing/strongly agreeing that "Promotions are handled fairly at the PCTC" in 2022 to 92% in 2023.
- Utilities formalized Succession Planning.

#### Sign Up for an Employee Voice Info Session

Attend an info session hosted by the vendor, Polco, to get your questions answered. All sessions are identical and an hour in length.

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

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**Recognition and Celebrations**

- Clerk’s Office created an events committee, or Culture Club, to celebrate team members’ life events, birthdays, graduations, babies, etc. Some departments are holding after-hours events to promote the team.
- Forward Pinellas created the Performance Perks Program to award administrative leave to staff in recognition of exemplary work.
- Human Resources created a Connections Committee to foster social interaction and team building, including community involvement events and monthly celebrations.
- Office of Human Rights held various monthly celebrations including an Employee Appreciation Celebration.
- Public Works enhanced employee recognition and appreciation within the organization and established a peer recognition program that allows employees to nominate their colleagues for outstanding performance and contributions.
- Solid Waste hosted several employee recognition events including employee appreciation events during the month of May 2022 and 2023, Safety Awareness Month in June 2022 and 2023 celebrating over 1,300 days of zero lost time due to injury, and several holiday-themed events.
- Supervisor of Elections supports employees through recognition of special events such as birthdays and service anniversaries.
- Utilities developed ACES Customer Service department-wide training and recognition program.

**Process Improvements and Organizational Changes**

- Clerk’s Inspector General implemented the use of new software to increase project efficiency and timeliness and leveraged other technology to improve the process to gather, organize, and display divisional data.
- Forward Pinellas revised the organizational chart to be less hierarchical and better align agency needs with staff goals.
- Office of Human Rights held an In-Service Day and a team building event.
- Parks & Conservation Resources created an Employee Engagement Committee to solicit employee feedback and address employee concerns.
- Property Appraiser’s Office launched a new .gov website to provide enhanced tools/resources to both the public and staff.

**Work-Life Balance and Flexibility**

- BTS has invested significantly in updating their hoteling workspace and added flexible collaboration spaces.
- Clerk’s Office implemented an alternative work schedule.
- Clerk’s Technology implemented an option for team members to work remotely one day a week along with continuing to allow flexible schedules.

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- County Attorney’s Office implemented hybrid work schedules to improve employees work-life balance.
- Forward Pinellas continued to revise the Flexible Work Program to allow for more remote work.
- Housing & Community Development offers most employees the ability to work remotely up to three days a week.
- Human Resources implemented and developed an Alternative Flexible Schedule Policy and a request form was implemented that provides guidance for requesting an alternative or remote work schedule.
- Public Works implemented two remote work days, where applicable.
- Supervisor of Elections offered a four (10-hour) day work week when the election calendar allows.
- Tax Collector’s Office continued Wednesday morning openings at 8:30 a.m. and 4:30 p.m. line closures each work day to offer additional flexibility.

**Supervisor Communication**

- County Attorney’s Office’s management team initiated methods to ensure consistency in review, reward, and discipline of employees.
- Environmental Management implemented monthly

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- face-to-face progress meetings for all supervisors with their direct reports for employees with less than 5 years in the position.
- Public Works' Customer Service and Technical Services Division implemented monthly one-on-one meetings with section managers where topics discussed include their progress, their goals, updating work plans, and next steps.
- Stormwater and Vegetation developed a comprehensive 12-session Leadership Foundations course for front-line supervisors, covering essential leadership and management topics such as conflict resolution, time management, and strategic planning. This course has proven to be successful in fostering career growth within the organization and improving overall leadership capabilities.
- Tax Collector's Office leaders received enhanced training on delivery and relationship building as part of the Supervisory Series and Advanced Leadership Series.

#### Strategic Planning

- Clerk's Office developed a Strategic Plan, which included updating the Mission, Vision, and Values.

- Human Resources team members from various Centers of Excellence developed and implemented the 2022-2024 Strategic Plan and presented the Strategic Plan to the Unified Personnel Board.
- Parks & Conservation Resources developed Strategic Goal Strategies and Champions through SPC's Collaborative Lab in collaboration with the department's management team.
- Utilities adopted the Utilities Strategic Plan.

These are just some of the things your leadership did as a direct result of your answers to the 2021 Employee Voice Survey. We encourage you to ask your supervisor what has been done in your department or workgroup.

The survey is 100% anonymous. An outside agency, Polco, is conducting the survey. Additional steps to protect anonymity will be taken for smaller departments.

For more information, view the [Employee Voice Survey webpage](#).

Look for the link to the survey in your work email on **August 21** and take the survey!

## MyPinellas, New Intranet Website, Now in SharePoint

[www.pinellas.gov/MyPinellas](http://www.pinellas.gov/MyPinellas)



All employees are invited to preview the brand-new [MyPinellas intranet site](#) (login to SharePoint required). Use the feedback form on the site to submit anonymous suggestions about what you like most and what features you'd like added.

BTS moved the intranet (internal site) for employees to SharePoint with a user-friendly, modern format. Enjoy fresh news and features updated every day.

To access the site, use any of these options:

- Bookmark MyPinellas in your favorite browser (we recommend Edge) by entering the redirect of [www.pinellas.gov/MyPinellas](http://www.pinellas.gov/MyPinellas).
- Use the Employee Access link found at the bottom of every County webpage (there are also links here for OPUS, Okta, and webmail).
- Follow MyPinellas in SharePoint by clicking the *Not Following* star at the top right.

The information is timely and relevant, including dates for events, classes, timesheet deadlines, meetings, holidays, plus special features such as daily employee spotlights, adoptable pets, consumer tips, employee milestones, internal job postings, food truck menus, park of the week, and more!

Access useful links such as department intranet sites, payroll calendar, OPUS and Okta logins, *Pen* and *To Your Health* archives, policies, and much more in the easy-to-navigate menus.

### SharePoint Tips & Tricks

Following SharePoint sites makes it easy to find the sites you frequently need to do your work more efficiently. With SharePoint's latest release, the option is as simple as clicking a star icon on the main page of a SharePoint website.

#### How to follow a SharePoint site

- Go to a SharePoint site that you want to follow.
- Click the *Not following* button in the upper right-hand corner of the site, just under your initials/photo. The star becomes highlighted and the message changes from *Not following* to *Following*.

#### View your followed sites

- From the new [MyPinellas site](#) home page, click the "Quick Links" button for *Sites I'm Following*.
- A listing of your followed sites will appear.

#### Why you may want to follow SharePoint sites

- Following sites makes it easy to find the sites you frequent during your workday, regardless of device or browser.
- Followed sites appear in SharePoint and OneDrive mobile apps.
- "Save As" from Word, Excel, and PowerPoint provides the option to save directly to SharePoint sites/document libraries.



**Q. When will the proposed FY24 General Increase & Salary Adjustments be voted on and when will it take effect, if approved?**

A. The increases are subject to approval by the Board of County Commissioners in September. Pending approval, effective October 8, classified and exempt

employees hired before October 1, 2023 may receive a general increase which will appear on their October 27, 2023 paycheck. For details, visit [Proposed FY24 General Increase & Salary Adjustments](#).

**Q. What happens to my rewards points when I retire?**

A. Employees who retire or leave County employment have 90 days to use their points. You cannot convert points to cash, add your own cash to the rewards points that you have accrued, or transfer your points to someone else. View [Rewards Program](#) (internal link for employees) for more information.

**Q. I heard that several Rules have changed. How does this affect me?**

A. In collaboration with the Employees' Advisory Council and the Appointing Authorities, the Unified Personnel Board recently approved changes to Rules 3, 4, 6, and 7. Please see below for a brief summary and visit the webpages for more information.

## Recent Personnel Rule Updates

**Rule 3: Compensation** (effective October 8)

- The clause stating that the general increase is based on the pay grade midpoint is temporarily suspended to allow the FY24 general increase to be calculated on employees' current actual salary.

**Rule 4: Time Off** (effective immediately)

- Allows employees rehired within three years of their departure to accrue annual leave at their previous rate.
- Removes Extended Illness Leave section referring to employees hired before 1995.
- Adds that Personal Days need approval for In-Service Days or mandatory meetings/ trainings.

**Rule 6: Discipline** (effective October 1)

This rule has the most impactful changes including:

- Types of Discipline changed to Levels of Discipline:
  - Level 1 Warning/Notification replaces Verbal Warning which will not be added to the employee's Human Resources personnel file and will not be eligible to be grieved to the Informal Grievance Committee.
  - Level 2 Warning/Notification replaces Written Warning.
  - Level 3 now has four (4) options as opposed to three (3); Final Written Warning/Notification (added option), Suspension, Pay Reduction (added option of temporary), and Demotion.
  - Level 4 is Dismissal.
- Discipline inactivations are automatic unless an Appointing Authority requests that a discipline remain active.
- Revises the infractions extensively including grouping similar items.

**Rule 7: Employee Grievances** (effective October 1)

This rule change coincides with Rule 6 changes to:

- Updates the Verbal Warning, Written Warning, Suspension, Demotion, and Pay Reduction references to Level 1 - 3 Warning/Notification and adds additional option to Level 3.
- Removes Level 1 Warning/Notification (previously called Verbal Warning) from informal grievance hearing eligibility.

For questions, please contact Employee Relations at (727) 464-3367, option 2 or email [employee.relations@pinellas.gov](mailto:employee.relations@pinellas.gov).

### Rules & Policies

View Personnel Rules, policies, procedures, and guidelines at [www.pinellas.gov/rules](http://www.pinellas.gov/rules). When rules are updated, a summary of the changes is posted to this webpage.

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## Make the Biometric Screening Faster & Easier!



- Attend a 45-minute info session webinar.
  - [August 24, 12:00 p.m.](#)
  - [August 28, 12:30 p.m.](#)
- Use the [Direct-to-Quest](#) option.
  - Make an appointment online at [My.QuestForHealth.com](http://My.QuestForHealth.com).
  - Get your lab work done.
  - Receive your results in 3 days.
  - No paperwork or extra trips to the doctor.
- Watch for emails from Quest on important communication and confirmation (sent to the email on your account).
- Don't wait to get your lab results. Complete your health assessment now.**
- Call Benefits at (727) 464-3367, option 1 with questions or to verify completion.

## 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](mailto:AskHR@pinellas.gov).

# YOUR TOTAL REWARDS

Health • Wellness • Retirement • Compensation

## See if You're Eligible for the Omada for Cigna Program

The Omada for Cigna Diabetes Prevention Program is a personalized program that helps members lose weight and create healthier habits through one-on-one personal coaching and the tools needed to make long-lasting health changes.

The best part? The program — up to a \$700 value — is at no additional cost to you if you're eligible to join.

If you or your covered adult dependents are enrolled in the County's medical plan offered through Cigna, are at risk for type 2 diabetes or heart disease, and are accepted into the program, you'll receive the program at no additional cost.

Once you enroll, you'll get access to:

- One-on-one support from a personal health coach
- Easy monitoring with a smart scale, yours to keep
- Tools for managing stress to ensure your mindset is healthy, too
- Actionable tips from weekly lessons
- Encouragement from an online community

Omada can help you:

Lose weight

- With one-on-one health coaching
- A smart scale to monitor progress
- Helpful lessons, tips and recipes

Improve your overall health

- With personalized feedback
- Interactive lessons
- Support for your mental health

For more information and to see if you're eligible, visit [Omada for Cigna Diabetes Prevention Program](#).

## At-Home COVID-19 Test Coverage Ends October 1

Following the end of the Public Health Emergency in May, Express Scripts will no longer cover over-the-counter COVID-19 tests, effective October 1, 2023. You can use your health savings account (HSA) or flexible spending account (FSA) funds to cover the test kits.

From now until September 30, you may get up to 8 free at-home COVID testing kits per month at your local pharmacy (go to the pharmacy counter, not the regular checkout, and show your Cigna medical card), or by mail from Express Scripts (takes up to 4 weeks). You may also submit a claim for reimbursement by [logging in to your Express Scripts account](#). We advise that you check the expiration dates before purchasing multiple kits, since they only have a shelf life of about 4-6 months. After October 1, 2023, Express Scripts will no longer provide free tests.

COVID-19 vaccines will continue to be covered under the preventative benefit, at 100% in-network only. Medically necessary PCR lab testing, FDA-approved antivirals and therapeutics, and COVID treatment will be covered with applicable cost shares.

## Two Dates Left for the Mammogram Bus

AdventHealth's Mammogram Bus is open to all Pinellas County Government employees with insurance, as well as covered spouses and domestic partners.



- **Pinellas County Justice Center, August 24**  
14250 49th St., Clearwater
- **STAR Center, August 30**  
7887 Bryan Dairy Rd., Largo

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

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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 [August To Your Health newsletter](#), you will find:

- Why Biometric Screenings Matter
- Overcoming Picky Eating
- August & September Wellness Activities
- Celebrating Wellness Month: Try Our Wellness Centers!
- All About Vaccines
- Group Fitness Class Schedule

## Meet Our Claims/Customer Service Representative



Shevella Carridice is a Claims/Customer Service Representative employed by our medical administrator, Cigna, to assist Pinellas County employees. Shevella joins [Keith Brown](#), who is also an Onsite Cigna Claims/Customer Service Representative. Both Keith and Shevella can help you navigate Cigna benefits by resolving claims

issues and providing resources related to medical, dental, and pharmacy coverage. They assist with claims, providers, payment, authorization, billing, and more. Shevella will also be assisting with the [Wellness Program](#).

### What is your background?

I have over 10 years of health insurance experience plus my 10+ years of customer service experience. I have worked for Humana and WellCare. I'm excited to be a part of the Cigna team.

### What do you enjoy doing in your free time?

In my free time, I love to travel and see the sights. I'm a Tampa native, and I love how much Tampa has evolved over the years. There is so much to do here now. I'm always willing to try new foods and new experiences. If I'm not out and about then I'm home watching a show I've seen a million times.

### What is something you practice daily?

Something I practice daily is showing kindness. Kindness

is free and I think people forget that it doesn't hurt anyone to be nice to someone else.

### Can you tell us a little more about yourself?

I'm a Florida native; I was born and raised in Tampa. I am always open for travel suggestions, as my goal is to have a passport full of stamps and to leave no stone unturned. I am a huge fan of all genres of music, and I enjoy concerts as well as a great cover band. I also love art walks, street markets, the theater, and I absolutely love spending time with my friends and family. At home, I have two handsome fur-boys (cats), one is 19 years old and the other is 11 years old. I also have a ton of books on my pending list to read.

### How can employees contact you?

Employees can reach myself or Keith by telephone or email, or if preferred, set up a virtual or in-person appointment. For your privacy, please email only from your personal email address.

- Email: [PinellasClaims@cigna.com](mailto:PinellasClaims@cigna.com)
- Phone: (727) 464-4555, option 1
- Address: 400 S. Ft. Harrison Ave., Benefits, Room 126, Clearwater
- Hours: Monday to Friday, 8:30 a.m. to 5:00 p.m., in person, by phone or by email

See our other [Cigna Onsite Representatives](#).

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## Glasses Drive Recap

### Your old glasses did wonders.

Thank you to all who [donated glasses for good](#) during our collection drive in July in partnership with our vision plan administrator, [EyeMed](#). Together, we collected 1,076

**1,076 glasses**  
**\$5,380 donated**

pairs of glasses for a total of \$5,380 raised for the [OneSight EssilorLuxottica Foundation](#).

As part of their [Donate for Good Program](#), EyeMed donated \$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.



## Got Reward Points?

Don't forget to use your reward points. There are over 12,000 items to choose from, including e-gift cards. There is even an app for both Apple and Android, so you can browse from your mobile device.



Questions? View the [Rewards Program](#) (internal link for employees) or contact Human Resources at (727) 464-3367, option 2 and ask for Rewards Program assistance.



## Need a Repair Person?

EAP offers referrals for home services such as repair work, lawn care and moving.

Visit [www.pinellas.gov/EAP](http://www.pinellas.gov/EAP).

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

# Registration for the 2023 Virtual Art Show Closes September 8



- The Art Show is open to all employees, retirees, volunteers, and interns — plus your family members. [Register](#) by September 8.
- New this year, when you register for the Art Show, you will upload a photo of your artwork. You will no longer email the photo of your artwork to Human Resources.
  - It is not possible to go back and edit your registration later to upload your art.
  - If you want to submit two items, you will need to complete a separate registration for each item.
- You can enter a photograph, painting, sculpture, drawing, craft, jewelry, woodcarving, mixed media, etc.

- Winners are eligible for cash prizes totaling \$3,450 provided by the National Arts Program. Entrants are limited to one cash prize.
- Each artist receives a Certificate of Participation in the National Arts Program.
- The Art Show will be judged by art professionals (below), and includes Amateur, Intermediate, Professional, Teen, and Youth classifications.
- View the [FAQs](#) and [Art Show Guide](#) for more information.
- View [last year's winners](#).

## Meet This Year's Judges

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**Catherine Bergmann**  
Curatorial Director, Dunedin Fine Art Center

Catherine Bergmann is the Curatorial Director at the Dunedin Fine Art Center (DFAC) where she has curated over 350 exhibitions in the past 13 years.

Since 2000, she served as the Adult Education Director in addition to Curator during two major expansions. Most recently, she was awarded Best Visual Art Curator in Creative Loafing's annual Best of the Bay contest. The six galleries she programs at DFAC have received Creative Loafing's Best of the Bay Best Art Gallery (Non-Museum) for five years running.

She is also an award-winning artist whose works were featured in the first UnderCurrent/Overview Exhibition at the Tampa Museum of Art as well as the Ft. Lauderdale Museum of Art, the Orlando Museum of Art, Deland Museum of Art, Museum of Fine Arts in St. Petersburg, the Brevard Museum of Art and the Leepa-Rattner Museum in Tarpon Springs. Her work was included in 100 Artists/100 Years at the Morean and can be seen in numerous private collections and in the permanent collections of the Polk Museum of Art, Valencia Community College and Pensacola Community College.

Today, her work is primarily in sculpture and assemblage. She holds a BFA in painting and printmaking from Florida State University.



**Emily Shrider**  
Art Curator, Tom and Mary James/ Raymond James Financial Art Collection

Emily Shrider has worked with the collection of more than 2,500 pieces for almost 10 years. She has a bachelors degree from the University of Kentucky in arts administration

and in May 2018 completed her MBA at the University of South Florida St. Petersburg. As part of her role at Raymond James, Shrider coordinates the volunteers for the annual Raymond James Gasparilla Festival of the Arts and produces the RJ Associate and Affiliate Art Show which is open to all employees of Raymond James across the country. She is also a Pinellas County volunteer. She is a fiber artist and enjoys spinning, weaving, embroidery, beading, quilting and crochet.



**Peter Tush**  
Curator of Education, Dalí Museum

Peter Tush is the Dalí Museum Curator of Education where he has worked for over two decades. An art history graduate from New College and from the University of South Florida (USF), he trains the museum docents

and has taught courses on Dada & Surrealism and on Dalí at USF St. Petersburg. He directs the Museum's K-12 education program which includes Teen Docents, the Student Surrealist Art Exhibit, and the Dalí Art Mobile project. As Program Director, Mr. Tush offers public talks, created the Dalí Condensed lecture series, directs the Coffee with a Curator series and curates the Dalí & Beyond free film series. Recently he curated the museum exhibition "Dalí & da Vinci: Minds, Machines & Masterpieces", and co-curated "Dalí and Disney: Architects of the Imagination".

### The Pen

A monthly publication by  
Pinellas County Human Resources

**Would you like to put something in the Pen?**

[Submit News to the Pen](#)

Contact us with questions at  
[employee.communications@pinellas.gov](mailto:employee.communications@pinellas.gov).



# Wellness Month

## August



### August is Wellness Month

Pinellas County’s Wellness Program continues our commitment to supporting your well-being in a variety of ways. We offer monthly classes, workshops, and webinars that support the four pillars of well-being: physical, emotional, social, and financial. Visit the [Wellness Program](#) webpage to learn about all the benefits available to you, from gardening to financial education, stress management, cooking demonstrations, challenges, and more. Also view the [Wellness Videos](#) library to view previous webinars.

You also have access to two free [Wellness Centers](#) that are open 24/7, weekly [Group Fitness Classes](#), and [discounts at local gyms](#). We offer [two onsite Cigna Health Coaches](#) for employees who provide free coaching and an onsite [Employee Assistance Program \(EAP\) Counselor](#) who provides free counseling.

This year, the Wellness Program has brought dental, dermatological, and mammogram screenings to several County worksites. There is still time to sign up for the [Mammogram Bus](#) and [Jet Dental](#). Be on the lookout for [flu shot](#) clinics returning to County worksites this October. A flu shot is eligible for a [Wellness Incentive Program](#) reward of \$25 or 6,250 points.

Join us for our Weekly Breaks: [Meditation Mondays](#), [Brain Break Wednesdays](#), and [Friday Stretch Break](#) and be sure to view the latest edition of the [To Your Health newsletter](#) for more wellness news and tips.

Have questions? Email [wellness@pinellas.gov](mailto:wellness@pinellas.gov) or call (727) 464-3367, option 1 or contact your department’s [Wellness Champion](#).

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### Employee Spotlight



**Jane Grannis**

**Position:** Wellness Program Manager

**Department:** Human Resources; Benefits, Retirement and Wellness

**How long with Pinellas County?**  
6 years.

**Describe job in 25 words or fewer:** I have the privilege to motivate, educate and support employees to find their happy and healthy.

**Best part of job:** It feeds my soul when I hear from an employee how much they enjoyed one of our activities or how much one of our programs has made a difference. It reaffirms why the work I do matters.

**Most challenging part of the job:** Bringing onsite opportunities like screenings and workshops to all locations across the County. Sometimes there are limitations and it’s just not possible.

**Most memorable moment?** Heading up the Pinellas County team at the American Heart Association Heart Walk in Tampa. Over 50 employees and their families walked in matching Pinellas Cares t-shirts. They donned signs with names of those they walked for. It was truly moving and I felt so proud to be a County employee.

**What do you do in your free time?** Read, exercise and hang out with my family. My boys play baseball so there’s a lot of baseball in my life!

### 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](http://www.pinellas.gov/suggestion).

### 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:



# Pinellas County Launches New Resilient Pinellas Action Plan



Pinellas County recently completed the [Resilient Pinellas Action Plan](#), the County's first comprehensive plan to guide its sustainability and resiliency initiatives for years to come. The plan sets goals and actions based on data and public feedback, with steps that will make the County and its residents more prepared to handle a range of challenges, from sea level rise to hurricanes.

The 56 initiatives outlined in the action plan are either in progress or will be considered for inclusion in departmental work plans. Their aim: make emergency response infrastructure more resilient, help reduce energy and water use, promote healthy ecosystems, and keep the economy thriving, among others.

Sustainability and Resiliency Program staff developed the plan with input from other departments, partner organizations and the community. Thanks to everyone who contributed! Program staff will launch a leadership committee to assist with the implementation of the plan across departments.

A few of the upcoming and in-progress initiatives in the plan include:

- Continuing to improve adaptability of water and wastewater systems to withstand environmental

- threats and hazards, such as flooding and hurricanes.
- Increasing resilience and capacity of emergency shelters.
- Implementing a new program to reduce invasive species on public lands.
- Switching more County vehicles from traditional gas-powered vehicles to electric vehicles (EVs) where feasible.
- Improving resource efficiency of County facilities by conducting energy audits.

The Resilient Pinellas Action Plan was developed over the course of two and a half years. The process included:

- An extensive review of County programs and policies, with input from internal advisory committees to consider all aspects of County operations.
- Public outreach through a public opinion survey (with nearly 1,300 responses!) and an external advisory committee.
- A greenhouse gas inventory to measure the carbon footprint of County operations and unincorporated Pinellas County communities.

To learn more about the Resilient Pinellas Action Plan, visit [resilient.pinellas.gov](http://resilient.pinellas.gov) or the [RAM Sustainability and Resiliency SharePoint site](#) (internal link for employees).

The Pen

## 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](mailto:AskHR@pinellas.gov), and one of our team members will help you. For benefits inquiries, please email at [employee.benefits@pinellas.gov](mailto:employee.benefits@pinellas.gov).

### SURVEY

Providing excellent customer service is our priority. After getting assistance from one of our staff or our website, please take a brief Customer Satisfaction Survey at [www.pinellas.gov/hr/survey](http://www.pinellas.gov/hr/survey).



## Stay Prepared this Hurricane Season

It is important to stay prepared all hurricane season long. Personal preparedness is essential because employees work before, during, and after a disaster. Employees who feel fully prepared and ready to put their emergency plans into place feel more comfortable about the safety of their families and properties. Here are some resources to help you prepare:

- View the [2023 Pinellas County Hurricane Guide](#).
- Review the [Make a Plan checklists](#).
- Visit [disaster.pinellas.gov](http://disaster.pinellas.gov) for general information and quick links. During emergencies, find up-to-the-minute information.
- Sign up for [Alert Pinellas](#) to receive timely notifications via text, email, or phone call.
- Purchase and maintain a NOAA weather radio to receive automatic alerts from the National Weather Service.
- Download the [Ready Pinellas](#) app (Apple App Store or Google Play) to help you prepare and receive up-to-date notifications.
- Follow Pinellas County Government on [Facebook](#) and [X](#) (formerly Twitter) @PinellasGov; search the hashtag #GetReadyPinellas.
- Follow the Tampa Bay National Weather Service on [Facebook](#) and [X](#) (formerly Twitter).

## Tax Collector Offices Take a Stand Against Child Abuse

The Tax Collector's Office is joining forces with local non-profit, [Lauren's Kids](#), this August to help spread awareness and raise funds for child sexual abuse prevention.

Sexual abuse is an uncomfortable topic – but it's something that can happen to anyone – regardless of culture, religion, or socioeconomic status. Everyone can help put a stop to sexual assault, harassment, and abuse.

Customers visiting a Tax Collector office in August can support this Florida non-profit by donating money or purchasing the Lauren's Kids specialty license plate. Those who choose to make a monetary donation will receive a small thank you gift in return. Customers who switch to the specialty plate this month will be entered into a drawing for a \$25 Visa or American Express gift card presented by Lauren's Kids.

"Unfortunately, this is an issue we don't talk about enough and it happens right here in Pinellas. That's why we are teaming up with Lauren's Kids again," said Pinellas County Tax Collector, Charles W. Thomas. "It's important for our organization to give back to this community and we are honored to help increase awareness and educate folks about sexual abuse prevention."

It is important for a community to work together to prevent sexual abuse because unfortunately, no one is

immune. Before turning 18, 1 in 3 girls and 1 in 5 boys will be sexually abused in the United States. Today, in the U.S., there are more than 42 million childhood sexual abuse survivors. Through proper education and resources, 95% of sexual abuse is preventable.

Founded by Lauren Book in 2007, Lauren's Kids empowers children and families to prevent and overcome the trauma of sexual abuse. Not only is Book a childhood sexual abuse survivor, but she is also a former teacher, best-selling author, and Florida State Senator. Book's own traumatic experiences fueled her mission to prevent childhood sexual abuse and help other survivors to heal.

Funds raised for Lauren's Kids stay local, with donations going toward programs focused on education and awareness in Pinellas County such as training and abuse prevention curriculums for local teachers. In 2022, Tax Collector offices in Pinellas County raised more than \$1,500 for Lauren's Kids.



### Employee Spotlight



#### **Nick Fatolitis**

**Position:** Information Technology Analyst 2

**Department:** Tax Collector's Office, Innovation & Technology

**How long with Pinellas County?** 22 years.

**How long have you been in this position?** 4 years.

**Have you had any other positions with Pinellas County?**

Yes, I have worked in several roles, but all of them have been with Innovation & Technology.

**Describe job in 25 words or fewer:** I work with IT systems for implementation, support, changes, opportunities for improvement, cross training and governance. I also help with IT project plans.

**Best part of job:** I get to work with a variety of products and help others, and being part of a

supportive organization that helps each other in many ways makes every day exciting.

**Most challenging part of the job:** Learning a new system can be challenging. In IT, we want to ensure everything meets the needs of our users and a lot of effort goes into making sure we understand products before we deploy them.

**Most memorable moment?** I had a great time in my [Certified Public Manager](#) (internal link for employees) Level 2 course. They had a group game that focused on organizational success and our class had some enthusiastic teammates that made the game impactful and memorable. I learned a lot from that little game.

**What do you do in your free time?** I love spending time with my family. We enjoy skiing and scuba trips. Both kids are part of the Tarpon High School marching band and my wife and I are very active band parents. The energy from all the kids is infectious.

## Be Aware of Cryptocurrency Scams Before Investing



Perhaps you've heard of cryptocurrency, but do you know what it is or how it differs from cash and other payment methods? Cryptocurrency is digital currency which unlike traditional currency, exists electronically. Cryptocurrency is not paper bills or metal coins. There are thousands of different cryptocurrencies; some examples are Bitcoin, Ethereum, and Dogecoin. It is managed,

stored, and exchanged on digital computer systems and requires a digital wallet. A digital wallet allows you to use your smart device to make payments from financial accounts. Encryption keys that confirm your identity and are linked to your cryptocurrency are stored within your digital wallet. Apple Pay and Google Pay are two popular digital wallets. With only a smartphone and an internet connection, anyone can send cryptocurrency to anywhere in the world or make online purchases. Cryptocurrency can be purchased through a smartphone, on a computer, or at a cryptocurrency ATM. Some people with advanced knowledge of cryptocurrency earn it through a complex process called "mining". This requires specialized computer equipment to solve highly complicated math puzzles.

Cryptocurrency can be complex and difficult to comprehend, especially for a novice. It requires a fair share of learning and analysis before getting started. Before you consider using or investing in cryptocurrency, here are a few things you should know about it.

**Quick Payment:** You can transfer money globally without the need of a bank or payment processor. Users can transfer money instantly, twenty-four hours a day, seven days a week, and with lower transaction fees than traditional banks charge.

**Decentralized Asset:** Cryptocurrency is not regulated or insured by banks or other third parties, as opposed to U.S. dollars deposited into FDIC insured bank accounts. In the event anything happens to your account or cryptocurrency funds, the government has no obligation to intervene and help recover your losses.

**Anonymous Transactions:** Cryptocurrency transactions are not completely anonymous. They are typically recorded on a public ledger, called a "blockchain". This is a public list of every cryptocurrency transaction, both on the payment and receipt sides. Transaction and wallet information can sometimes be used to identify the people involved in a specific transaction.

**Price Volatility:** The market for digital currencies is very volatile. Prices and value can increase or decrease significantly and change rapidly, even by the hour.

Cryptocurrencies tend to be more volatile than traditional investments, such as stocks and bonds.

**No Legal Protections:** Credit cards and debit cards offer legal protection. Credit cards and traditional bank accounts have processes to help recover your money in the event of a foul transaction. Cryptocurrencies typically do not offer such protections. Should your online exchange platform go out of business, or you send cryptocurrency to the wrong person, no one is obligated to help you recover your funds. The same is true if you lose the password to your digital wallet, or your digital wallet is stolen or compromised.

Before investing in cryptocurrency, be sure you understand how it works, where it can be used, and how to exchange it. For more information on cryptocurrencies, view the FTC's webpage, [What to Know About Cryptocurrency and Scams](#). 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](#).

### 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**

**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.

# 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.

## Tuition Reimbursement: School is Starting and You Can, Too!

One exciting benefit that Pinellas County provides is the [Tuition Reimbursement Program](#). This program helps employees pay for education expenses when seeking to grow professionally through either job skills improvement or career development.

### Who is eligible?

All permanent employees, both full-time and part-time, are eligible. Temporary employees are not eligible.

Classified employees are eligible after one year of permanent employment. Exempt employees are immediately eligible.

Full-time employees may be reimbursed for eligible expenses up to \$2,800 per fiscal year.

Part-time employees may be reimbursed for eligible expenses up to \$1,400 per fiscal year.

The fiscal year is from October 1 to September 30.

### What type of coursework is eligible?

All coursework must be completed outside of the employees' position and on their own time. Courses required as part of an employee's position are not eligible (this includes required certifications or licenses).

Coursework does not have to be directly related to the employee's current position. To qualify for reimbursement, courses must belong to one of two categories:

#### Job Skills Improvement

The job skills improvement or job enhancement category includes coursework directly related to your current job responsibilities. This applies when your completion of the course will improve your job skills.

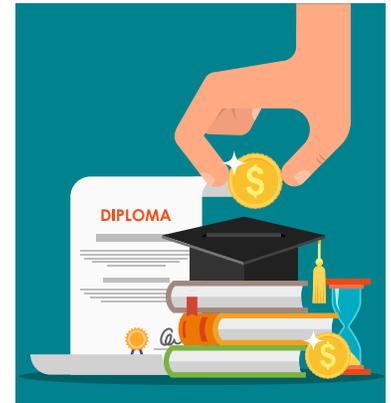
#### Career Development

The career development category includes coursework that prepares you for a future career within the Pinellas County Government Unified Personnel System. This applies when:

- The coursework will help you qualify for a promotion within your department or advancement to another department within the Pinellas County Government Unified Personnel System.
- You have identified a career path that is beneficial to Pinellas County Government, and there is a reasonable opportunity for transfer or promotion into the career field.

All courses taken must receive a passing grade to be eligible for reimbursement:

- Undergraduate: Passing grade of C or better is required.
- Graduate: Passing grade of B or better is required.
- Ungraded Course: Certificate of completion is required.



### What is the Process?

1. First, decide on a course and find the educational institution.
2. Attend a [Tuition Reimbursement Information Session](#). This two-hour course is not required to take part in the program, but we strongly recommend attending to learn valuable information.
3. Follow and complete the [enrollment checklist](#).
4. Submit an [enrollment form](#) and course description separately for each course.
5. Receive a response from Human Resources via email within five business days. The email includes an approval or disapproval memo and the reimbursement form if approved.
6. Save all receipts for tuition costs, registration, fees, and books.
7. Complete the course successfully.
8. Follow the reimbursement checklist that you receive upon enrollment approval.
9. Submit the reimbursement form along with all needed documentation and receipts.

### Have Questions?

We have an [information session coming in October](#) (internal link for employees)! You can also view the [Tuition Reimbursement Program FAQs webpage](#).

Email any questions you have to [learning@pinellas.gov](mailto:learning@pinellas.gov).

# Welcome Aboard

New employees listed are for July 2023.

## Board of County Commissioners

### Administrative Services

Andrew Henry.....Craftworker 1  
 Hutch Hepinstall..... Electrician 1  
 Matthew Hurley..... Electrician 1  
 Brian Palmese..... Fleet Mechanic 2  
 Jonathan Russell.....Craftworker 2

### Airport

Steven Nolen..... Trades/Fields Services Worker

### Building & Development Review Services

Samantha Harper.....Electrical Inspector 1  
 Brian Nichols.....Electrical Inspector 1

### Convention & Visitors Bureau

Harold Chittenden.....Film Specialist

### Economic Development

Alyssa Stuart..... Economic Development Manager

### Human Services

Kaitlyn Brass.....Office Specialist 2  
 Victoria Jarrett..... Consumer Protection Investigator 1  
 Tasha Thomas..... Planning Section Manager

### Parks & Conservation Resources

Miranda Cottrell.....Education Outreach Specialist  
 Richard D'Louhy..... Parking Enforcement Technician  
 Victoria Escandell..... Education Support Specialist  
 Ellie Foden.....Park Ranger 1  
 Glenda Ford..... Parking Enforcement Technician  
 Jonathan Jasie..... Parking Enforcement Technician  
 Alexis Ostermann.....Park Ranger 1

### Public Works

Jonquis Bonney..... Maintenance 1  
 Thomas Hinson..... Maintenance 1  
 Jordan Hudzicki..... Project Coordinator-Technical  
 Eris Killins..... Maintenance 1  
 Lewis Rosebrooks..... Property & Stores Clerk 3  
 Muhammad Strober..... Automotive Equipment Operator 1

### Safety & Emergency Services

Andrew Baldetti.....911 Trainee Under-fill  
 Corey Buckler.....911 Trainee Under-fill  
 Heather Cole.....911 Trainee Under-fill  
 Daniel Di Cori.....911 Trainee Under-fill  
 Abigail Dubois.....911 Trainee Under-fill  
 Jonathan Houston..... 911 Public Safety Center Supervisor 1  
 Natasha Kizitaff.....911 Trainee Under-fill  
 Peter Kurimai.....911 Trainee Under-fill  
 Stephen O'Boyle..... 911 Public Safety Center Supervisor 1  
 Sandra Rycek..... Business Support Specialist 1

### Solid Waste

Jade Rewis.....Scalehouse Services Specialist 1  
 Tony Waters.....Scalehouse Services Specialist 1

### Utilities

Brandon Burrowes..... Water Quality Technician  
 Carol Creutz..... Accounting & Finance Technician  
 Brandon Hale..... Customer Services Specialist  
 Christopher Heinritz..... Water/Wastewater Plant Op Trainee  
 Eura Mobley..... Accounting & Finance Technician

## Business Technology Services

David Boucher..... Application Developer, Senior  
 Brad Foltz.....Endpoint Analyst  
 Paul Meade.....Endpoint Analyst  
 Michael Zagorac..... Operations Center Specialist 1

## Clerk of the Circuit Court

Jeremy Balthazar.... Customer Information Center Specialist 1  
 Tammy Burgess..... Board Reporter  
 Kimberly Caldwell.. Customer Information Center Specialist 1  
 Debey David..... Customer Information Center Specialist 1  
 Linda Fisk.....Records Specialist 1  
 Ponleiy Le.....Records Specialist 1  
 Carmen Perez..... Finance Operations Technician  
 Jesse Slothower..... Customer Information Center Specialist 1  
 Heather Tremmel..... Finance Operations Technician  
 Amy Walker..... Customer Information Center Specialist 1  
 Cynthia Williams..... Customer Information Center Specialist 1

## Forward Pinellas

Kaitlyn Nieman..... Planner

## Tax Collector

Alex Angeles Primero.....Tax Technician 1  
 Marquis Colbert.....Endpoint Analyst, Senior  
 Anthony Frederick.....Tax Technician 1  
 Eileen Jarvis.....Tax Technician 1  
 Stephen Jones.....Tax Technician 1  
 Jennifer Rhoads.....Tax Technician 1  
 Cornelia Sanders.....Tax Technician 1

The Pen

July 3 New Employee Orientation via Zoom



July 17 New Employee Orientation via Zoom

## Promotions

Promotions listed are for July 2023.

### Board of County Commissioners

#### Administrative Services

Charlie Jenkins .....Budget & Financial Mngmnt Analyst 2  
 Kit Lindsay .....Real Property Specialist 2  
 John Lowe.....Project Coordinator-Administrative  
 Kimberly Meador ..... Procurement Analyst, Lead  
 Lori Patrick .....Procurement Analyst Assistant

#### Convention & Visitors Bureau

Tereasa Tuxhorn ..... Director 1

#### Economic Development

Daniel Dorian..... Business Assistant Specialist 3

#### Emergency Management

Louis Raniszewski.....Emergency Mngmnt Coordinator 2

#### Human Services

Elbia Coffey.....Planning Section Manager  
 Natasha Suarez.....Planning Section Manager

#### Parks & Conservation Resources

Toni Steele ..... Park Ranger 1

#### Public Works

Charles Gary .....Spray Technician 1  
 Nicole Maloney..... Environmental Program Manager 1  
 Aaron Stephens .....Automotive Equipment Operator 1  
 George Tirikos .....Crew Chief 2  
 Rachel Wilkins..... Environmental Specialist 3

#### Solid Waste

Brittany Slingsby .....Solid Waste Technician

#### Utilities

Romeo Marke ..... Water Quality Technician 1

### Business Technology Services

Allison Goldberg ..... Application Analyst, Sr.  
 John McIntyre.....Application Analyst, Sr.  
 Randall Vandermolen .....Endpoint Analyst

### Clerk of the Circuit Court

Victoria Ayala ..... Court Clerk 1  
 Rachel Kleiner.....Fiscal Records Specialist  
 Stephanie Lovel ..... Finance Accountant 2  
 Michael Marinaccio.....Fiscal Records Specialist  
 Catherine Poviones ..... Board Reporter, Sr.  
 Latisha Satcher .....Fiscal Records Specialist  
 Wendy Showman ..... Court Clerk 1  
 Angela Votaw ..... Finance Accountant 2  
 Shpresa Zenku ..... Finance Accountant 2

### Supervisor of Elections

Asia Schill .....Administrative Support Specialist 1

### Tax Collector

Rachel Carranza ..... Manager

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## THE RECORD KEEPER

### Imaging Services with Records Management

Records Management provides imaging services for qualifying projects. We work closely with our customers to develop a unique imaging and indexing strategy so documents can be easily recalled.

Our skilled imaging team will convert your paper records to digital format and store the digital records in AppXtender. AppXtender includes an extensive security model to keep your records secure, and it is also easy to use.

If you are interested in learning more about the imaging services we provide, please contact Records Management 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](#).

#### Airport

14700 Terminal Blvd. Street, Clearwater  
 (in front of the main entrance)

**September 14, 9:00 a.m. to 2:30 p.m.**

#### South County Tax Collector

2500 34th Street North, St. Petersburg

**September 20, 11:00 a.m. to 4:00 p.m.**

#### STAR Center

7887 Bryan Dairy Road, Largo

**August 24, 9:00 a.m. to 1:30 p.m.**

#### Utilities

14 S. Fort Harrison Ave., Clearwater

**August 24, 11:00 a.m. to 4:00 p.m.**

# Service Anniversaries

Service anniversaries listed are for July 2023.

## 35 YEARS



Orion Morgan  
Business Technology  
Services

## Unavailable for Photo

### 30 Years

Troy Killius  
Utilities

### 25 Years

Ruth Morton  
Clerk of the Circuit  
Court

Robert Schulze  
Airport

James Wright  
Parks & Conservation  
Resources

### 20 Years

Patrick Carroll  
Airport

William Jackson  
Utilities

Michael Van  
Schoonhoven  
Airport

## 25 YEARS



Connie Bostick  
Utilities

Linda Franklin  
Tax Collector's  
Office



Pamela Frazier  
Utilities



Travis Jones  
Utilities



Patrick Ondeyko  
Clerk of the Circuit  
Court

## 3 TO 15 YEARS

### 15 Years

Colin Camus ..... Business Technology Services  
Kalotta Peterson ..... Tax Collector's Office

### 10 Years

Danielle Batt ..... Building & Development Review Services  
Debra Eggleston ..... Clerk of the Circuit Court  
Rebecca Glazer ..... Property Appraiser's Office  
Angela Hegedus ..... Clerk of the Circuit Court  
Felecia Henderson ..... Human Services  
Ervin Hillary ..... Solid Waste  
Natasha Kinsley ..... Clerk of the Circuit Court  
Aryn Layman ..... Clerk of the Circuit Court  
Norman MacAuley ..... Utilities  
Casey Morse ..... Public Works  
Marija Odak ..... Clerk of the Circuit Court

### 5 Years

Emilio Chavez ..... Safety & Emergency Services  
Travis Cool ..... Utilities  
Darrin Delaney ..... Business Technology Services  
Dorothy Gonzalez ..... Safety & Emergency Services  
Louise Harris ..... Tax Collector's Office  
Melody Hurley ..... Tax Collector's Office  
Ashley Kubisiak ..... Property Appraiser's Office  
Ryan Marino ..... Utilities  
Casey Metzger ..... Tax Collector's Office  
Chandra Morris ..... Safety & Emergency Services  
Tyler Schultz ..... Clerk of the Circuit Court

Benjamin Seda ..... Human Services  
Danielle Sharo ..... Safety & Emergency Services  
Julee Sims ..... Public Works  
Jennifer Stoltenberg ..... Tax Collector's Office  
Bennie Walton ..... Public Works  
Clifford Williams ..... Utilities  
Suzanne Wilson ..... Human Services  
Bianca Young ..... Safety & Emergency Services

### 3 Years

Ken Allen ..... Building & Development Review Services  
Laura Brudzinski ..... Tax Collector's Office  
Teresa Brydon ..... Economic Development  
Robert Cleveland ..... Parks & Conservation Resources  
Sitara Coyle ..... Clerk of the Circuit Court  
Thomas Dunne ..... Clerk of the Circuit Court  
Leigh Kendall ..... Tax Collector's Office  
Albert McCue ..... Airport  
Norman McGraw ..... Safety & Emergency Services  
Sarah Powell ..... Communications  
Jillian Prieto ..... Clerk of the Circuit Court  
Steven Pulsifer ..... Public Works  
Teresa Ribble ..... Clerk of the Circuit Court  
Daniel Sahn ..... Utilities  
Trevor Singh ..... Utilities  
Kevin Stom ..... Airport  
Melissa Wolfe ..... Clerk of the Circuit Court  
Alfred Wright ..... Parks & Conservation Resources

# Retirements

Retirements listed are for July 2023.

## Retirees Unavailable for Photo

### Over 34 Years

Susan Estrada  
*Executive Assistant 3, County Attorney*

Stephen Yeatman  
*Engineering Specialist 2, Public Works*

### Over 23 Years

Mark Flock  
*Environmental Program Manager, Public Works*

Gilda Kelly  
*Tax Technician 2, Tax Collector's Office*

### Over 19 Years

Kennan Borne  
*Records Specialist 2, Clerk of the Circuit Court*

### Over 18 Years

Violet Krainovich  
*Records Specialist 2, Clerk of the Circuit Court*

## REPCO News

The next REPCO lunch meeting will be on September 11, 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. If you have any questions, contact Rudy Garcia at [rdgarcia@verizon.net](mailto:rdgarcia@verizon.net) or (813) 855-3466.

The Pen

## Employee Saves Citizen's Life

**Vanessa Quintana**, an Administrative Support Specialist in the Communications Department, may have saved a life recently. She received a chat from a resident who said they'd had a seizure and could not call 911. Over the course of the next thirty minutes, Vanessa helped the person figure out their address since they appeared disoriented and called 911 on their behalf, staying in touch with them and comforting them until she

confirmed that an ambulance arrived. We did not have a protocol for this situation, so Vanessa improvised as she went and used creative interview questions and Google maps to figure out the person's location. Immediately after the call, she contacted her supervisor and started working on a standard guidance so we can prepare other County employees in case this happens again.

## Employee Spotlight



### Vanessa Quintana

**Position:** Administrative Support Specialist 1

**Department:** Communications

**How long with Pinellas County?** 8.5 years.

**Describe job in 25 words or fewer:** I assist residents and visitors via the Pinellas County switchboard and Live Chat systems and am lead on the Communications Department expense and travel reporting.

**Best part of job:** The best part of my job is helping residents empower themselves by providing them with information that can help shape their lives.

**Most challenging part of the job:** The most challenging part of my job is assisting residents who are upset, confused or in troubling situations. I make it my mission to help them breathe a sigh of relief following our interaction.

**Most memorable moment?** Anytime I can provide a resident with lifesaving assistance. A few moments that stand out are Hurricane Irma in 2017, Hurricane Ian in 2022 and a live chat I handled recently in which I was able to assist a resident who was going through a medical emergency.

**What do you do in your free time?** I truly thrive when I'm roller skating, practicing yoga, creating collage art, playing ukulele, walking in nature and hanging out with my family and friends.



Your Source for  
Employee Info

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

## Gone but not Forgotten

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



**David Healey**, 79, of Clearwater, passed away on July 18, 2023. Healey retired in 2010 as an Executive Director with Forward Pinellas after over 21 years of service with Pinellas County Government. [View his obituary.](#)



**Joan Mayfield**, 91, of New Port Richey, passed away on July 6, 2023. Mayfield retired from Pinellas County Government in 1998. No obituary was found.

**Carol Seaman**, 83, of Clearwater, passed away on July 23, 2023. Seaman retired in 2005 as an Assistant Director with Housing & Community Development after over 29 years of service with Pinellas County Government. No obituary was found.

## Congratulations



**Neil Lillo**, an HVAC Mechanic with Administrative Services, is celebrating 30+ years of being ASE (National Institute for Automotive Service Excellence) certified as an Automotive Master/L-1 Technician.

## Classified Ads

### Want to Get Rid of Stuff?

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

All County employees, active or retired, permanent or temporary, may submit ads. Only personal items can be advertised—business or commercial ads or ads providing services will not be published. To submit an ad, complete the [Classified Ad Submission Form](#). Questions? Contact: [Employee.Communications@pinellas.gov](mailto:Employee.Communications@pinellas.gov).

Submissions to the *Pen* are due on the first of the month.