In these days of tight budgets and revenue shortfalls, Fleet Management, over the past two years, has come up with many innovative ideas to save taxpayer dollars to the tune of $595,000. How this was accomplished can be best explained by citing the following three commendable ideas and efforts of Fleet Management personnel.

By reengineering vehicles which have expended their life the talented members of Fleet Management created a Safari Bus from an old school bus. Fleet took a yellow school bus and modified it by cutting off the roof, and then having its welders create a frame for a canvas tarp. This was followed by painting the bus green and, using palm fronds as stencils, the lighter green paint created a neat camouflage effect. A public address system was installed to let riders listen to a tape of what they will see, or a guide can make announcements during these tours. Raising the back four rows of seats ensured that all riders can have a clear view of what’s going on outside the vehicle.

As icing on the cake Fleet created not one, but two of these gems which saved the County a total of $100,000, or $50,000 on each bus that it didn’t have to purchase as new.

Another of Fleet’s conversion handicraft was the design that its Welding Division created to allow Animal Services to save substantial funds on recycling costs. In the past, animal cages on each truck were composed of fiberglass and wood and lasted three to five years at the most. In 1987, Fleet began manufacturing aluminum cages to take their place. The sturdy construction designed by Fleet allows the boxes to be continually reused and retrofitted on new trucks. The oldest aluminum animal cage which Fleet manufactured has now been retrofitted on a fourth truck chassis, thus saving money in the long run and obviating the need to recycle the cages year after year.

(continued on page 4)
Here is a resume of the actions taken by the Personnel Board at its 6 November meeting:

- Received and accepted the alternative action proposed by the Appointing Authority in the appeal of a former employee of Animal Services who was terminated in June 2003 for insubordination and willful violation of written rules, policies or statutes.
- Tabled, for lack of a quorum, a modification to Personnel Rule III (Eligible Registers, Certification and Appointment) to stipulate that “in the case of a vacant position open due to military leave that exceeds one (1) year the substitute appointment therefore may be extended for the duration of the military leave upon approval of the Personnel Board and providing that the approval is sought in six (6) month intervals”.
- The transition of the Alternate Pay Program participants in GMD and Operations of Utilities back into the traditional pay structure was not approved, pending providing additional information.
- Approved the reclassification of two positions in Emergency Communications from (1) a Senior Program Analyst, PG-IT16 to Lead Programmer Analyst, PG-IT18; and (2) for a Geo Base Specialist, PG-39, to a 911 MSAG Coordinator, with no change in pay grade.
- Approved the reclassification of two positions in Information Technology from (1) Accounting Support Specialist, PG-38, to Accountant, PG-40; and (2) Lead Systems Programmer, PG-IT18, to Chief Systems Programmer, PG-110.
- Approved the audit of one position of Secretary in Risk Management with no change in pay grade or title.
- Approved the audit of three positions in Utilities (1) Administrative Secretary; (2) Secretary; and (3) Senior Office specialist with no change in pay grade or title.
- Announced 8 January 2004 as the date of the Board’s first meeting in 2004.

**Vital Statistics**

**BIRTHS:** Alan Hebdon (CCC) and Irma Witbreuk, a son, Lucas Steven, on August 2.  
Jeffrey Sperry (Emergency Comms) and Steffanie Wilson, a daughter, Hannah Renee, on August 12.  
Jeffrey Carrington (Airport) and wife Sophie, a boy, Jake Anthony, on September 9.  
Nelson Soto (Tax Coll) and wife Maria, a daughter, Selena Sonia, on September 10.  
Robert Tran (Clerk’s Office) and wife Kim, a daughter, Alexis Huyen Thi, on September 25.  
Steve Wilson (Utilities) and wife Tara, a daughter, Kaley Jade, on October 8.  
Bart Diebold (Public Works) and wife Jennifer, a daughter, Hannah Lynn on October 13.

**Pay & Classification Links**

**Q:** What outside agencies are used for the Annual Market Survey report?  
**A:** The following private and public agencies are included in the survey:

<table>
<thead>
<tr>
<th>Surveys Purchased</th>
<th># of Employers</th>
<th># of Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>West Coast Employers’ Association</td>
<td>212</td>
<td>40,000</td>
</tr>
<tr>
<td>Suncoast Human Resources Mgmt Association</td>
<td>133</td>
<td>964,091</td>
</tr>
<tr>
<td>CompData (Florida Chamber of Commerce)</td>
<td>460</td>
<td>315,417</td>
</tr>
<tr>
<td>Employers Association of Florida</td>
<td>214</td>
<td>184,287</td>
</tr>
<tr>
<td>WorkatWork (national survey)</td>
<td>2,572</td>
<td>12,929,768</td>
</tr>
<tr>
<td>Pinellas County Private Sector Survey</td>
<td>10</td>
<td>4,852</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Public Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pinellas County Public Sector Survey</td>
</tr>
<tr>
<td>City of Clearwater</td>
</tr>
<tr>
<td>School Board</td>
</tr>
<tr>
<td>City of St. Petersburg</td>
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<tr>
<td>City of Largo</td>
</tr>
<tr>
<td>Public Employers Personnel Information Exchange (PEPIE)</td>
</tr>
<tr>
<td>Florida Public Personnel Association (FPPA)</td>
</tr>
<tr>
<td>U.S. Department of Labor</td>
</tr>
</tbody>
</table>

If you have a question for the Pay & Classification Division, please email Betsi Lewis at blewis@co.pinellas.fl.us and she will answer it for you.
Service Awards

THIRTY YEARS
(unavailable for picture)
Floyd Crawford .. Culture, Educ, Pks & Rec
Marjorie Weltner ............... Public Works

TWENTY-FIVE YEARS
(unavailable for picture)
Steve Carroll ........... Administrator’s Office
Susan Rustay ................. Clerk’s Office

TWENTY YEARS
(unavailable for picture)
Frank Galvao ...... Culture, Educ, Pks & Rec
Carl Henthorn ................................ Utilities
Jerry Johnson ......................... Fleet Mgmt
Laura Potter ............. Environmental Mgmt
Albert Teague ............. Public Works

FIFTEEN YEARS
Robert Alexander ............... Highway
Robert Copp ............. Dev Review Svcs
Dennis DeLorenzo ................. Utilities
Carol McKinney ........... Social Svcs
Sandra Milford ............... Utilities
Ova Moore ................. General Svcs
Charles Richards ........... Utilities
Mary Ann Vick ............. Utilities
Bruce Weber .............. Utilities
Stephen Yeatman ................... Highway
Robert Zakrzewski .......... Culture, Educ, Pks & Rec

FIVE YEARS
Brian Athans ..................... Airport
David Bailey ................. Tax Collector

Disa ‘n’ Data

* Extension Services is looking for volunteers for the 4-H Afterschool Program which involves working with a small group of children, ages 8 thru 12, once a week in a existing after-school program. All materials will be provided for the three 9-week units that include Power UP!! (nutrition and fitness), Plentiful Plants and Money Matters. In order to ensure your success as you help youth develop life skills, training classes will be held December 8 - 11. For additional information, or to sign up for the training class, call Elaine Davis at 582-2411.

In addition to the 4-H Afterschool Program, there are other volunteer opportunities with the Pinellas County Schools Tutor/Mentor Program and the Big Brother Big Sister Program. Contact Volunteer Services at 464-3945 for additional information.

*Community Development and the Housing Finance Authority of Pinellas County are sponsoring an art contest as part of the National Homeownership Week festivities. The theme “There’s No Place Like My Home!” is open to all children from Pre-K to Grade 12 who reside in Pinellas County. A grand prize and 1st place prize will be awarded in four age categories. The grand prize winners will receive a family 4-pack of tickets to Disney, $100 cash and have their winning entry used for promotional materials such as posters, display ads and flyers for this year’s celebration. Entries will be accepted up until January 30, 2004. For information or to request an entry form contact the Community Development Department at 464-8210.

*The inaugural Lights Under the Stars display is now open for visitors to enjoy the more than one million dazzling lights along a two-mile course at Lake Seminole Park. Now through January 4, 2004, the Park will be open from 6:00 p.m. until 10:00 p.m. Admission is $10 for cars, motorcycles, and minivans; $15 for small buses, and $25 for buses. Contact the Park Department at 464-3347 for additional information.

Disa ‘n’ Data

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Pinellas Pen
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Editor ........................................ Al Collins
Assistant .................................. Connie Chancey
Fleet Saves County Many $ $$$, continued from page 1

Yet another prime example of Fleet’s expertise is the professional work it did in transforming Utilities Department’s long-bed truck that had outlived its usefulness into one whose capacity was enlarged to meet the department’s changed needs. What Utilities required was a concrete truck. Rather than auction off the existing long-bed and purchase a new concrete truck, Utilities asked Fleet Management if it could redesign and reconfigure it, a challenge which Fleet gladly accepted. Its professionals then set about removing the long-bed from the chassis and building a customized body with special bins. A concrete mixer was installed on the rear and the truck was painted silver. The County saved $39,300 by Fleet’s well-designed and executed reengineering efforts in this instance.

Besides the three foregoing notable examples of Fleet’s cost-saving projects there is yet another enterprise in which they have been engaged. Utilities and Fleet Management have partnered to create fuel from waste. This is a long term goal of both groups to recycle local restaurant grease trap waste into a viable fuel for use in diesel engines currently operated by Pinellas County. This program, when fully implemented, is projected to significantly reduce the County’s dependency on fossil fuels. Fleet Management is running a pilot program on several vehicles with excellent success so far. This innovative program is one of the leading “waste to fuel” programs in the County and State.

Among those in Fleet who have earned and deserve the many compliments they have received for their cost-saving and operational improvement efforts are these talented experts:

Bob Barter        Jerry Lennon        Steve Segrete
Ernie Crawford    Ted Norcross        Leroy Smith
John Doldt         Emery Rumsey         Harry Woods
                     Denny Williams

EAC General Elections Begins November 21

The Employees’ Advisory Council (EAC) General Election period begins on Friday, November 21 for the following six of the eight seats up for election:

BCC Group III
BCC Group IV
BCC Group VII
Clerk South
Information Technology
Tax Collector

Classified employees in any of the above Groups should receive a ballot with their paychecks on November 21. All ballots must be returned to the Personnel Department no later than December 5, 2003.

The other two EAC Groups up for election have incumbents who ran unopposed and thus are automatically re-elected to another two-year term. Congratulations go to these two incumbents:

BCC Group V - Peggy Balakier, Human Services
Other Appointing Authorities - Debbie Peck, Personnel

Promotions

ANIMAL SERVICES
Frank Rossi .......... Animal Cntl Ofcr II

CULTURE, EDUC, PARKS & REC
Katherine Roberts.......... Spray Tech

CLERK OF THE COURT
Faith Abos .......... Crt Records Spec II
Velyn Anderson .... Records Spec Supv
Charles Miller .. Mgr Rcds Mgmt Svcs
Gregory Schecodnic .. Records Spec II
John Tucker .......... Records Spec Supv
COUNTY ATTORNEY
Michael Durham ...... Sr Asst Co Atty
Geoffrey Hamlin .......... Sr Legal Asst
CONVENTION & VISITORS BUREAU
MariaTeresa Giblin.......... Sr Sales Rep
ECONOMIC DEVELOPMENT
Rhonda Caruso ... Business Asst Spec I
HIGHWAY
Martin Bauer .............. Crew Chief II
David Doolittle .......... Sr Spray Tech
Clifford Rogers .......... Sr Spray Tech

INFORMATION TECHNOLOGY
James P. Russell ........ Comp Sys Supv
Michael Socher .....Sr Security Analyst
Harold Lamphear ........... Mgr Tech Dev
PROPERTY APPRAISER
Diana Caldwell.......... Appraiser II
PUBLIC WORKS
Charles Gibson ...Chief Land Surveyor
Jan Herbst ..................... Director

UTILITIES
Janis Blacklidge ..... Cust Svcs Analyst
Phyllis Connolly ...... Cust Svcs Analyst
Pamela Frazier ...... Cust Svcs Analyst
Pamela Margaritis .... Sr Office Spec
Steve Toth. ......... Pub Wks Eng Spec I

Important Reminder

For those who have not used their Personal Day or Floating Holidays, please note the following deadlines: December 13 for those employees of the Property Appraiser, Supervisor of Elections and Planning Council, and December 27 for all other employees.
Proud mothers are a unique group unto themselves, particularly when they focus on achievements of their offspring. A case in point is that of Karen Harvey, the mother of her eighteen year old son, Ryan, who, soon after his graduation this year from Dunedin High School, was signed to play professional baseball as an outfielder, starting with the Chicago Cubs farm team in Mesa, Arizona. He is pictured below between his father and Karen.

Karen is a long time County employee (since October 1973) who for the past sixteen years has been the Administrative Secretary for the Director of Information Technology. She graciously agreed to chart for Pen readers the following behind-the-scenes account of Ryan’s major career move.

How many of us can actually say we are living our dream? Even as early as kindergarten, Ryan’s teacher said to me, “Ryan can do and will do whatever he sets his mind to”. Many parents sign their kids up for sports, trying them all, baseball, soccer, basketball. All Ryan asked to play was baseball. He started at 6 with T-ball. He has always had a natural ability. I remember when he was 8, after one of his Little League games, his coach said, “Ryan, did you know you just pitched a no-hitter?”

He has accomplished so much, just in his Little League days. From winning the National Diamond Skills competition for ages 12 and 14, to pitching the final game to win the Senior Little League World Series at age 16.

But high school baseball is where the college scouts and major league scouts actually take notice of a player’s ability. Ryan’s high school coach recognized Ryan’s natural ability and skills in 9th grade when he became one of the team’s starters. He earned Rookie of the Year and finished his freshman year with the second highest batting average.

Since age 10, Ryan’s dream has been to play pro ball. We learned quickly about helping pursue that goal is by marketing oneself at various showcase events. We even traveled out of Florida for him to play ball in woodbat showcases.

It’s been a whirlwind since July 1, 2002. Our phone never stopped ringing for months. We were being called by college scouts, pro scouts, agents and financial advisors. Some made home visits, others swarmed us at ball games, and the mail was overwhelming.

There are written and computer tests to be taken, eye exams and psych tests and manifold forms to fill out. I think some of all this was just to see how well one reacts to a test and to see how patient a prospect can be with it all. As parents, it is essential to keep a level head and hope your son stays grounded through all of it.

Not only was Ryan being judged on how well he could hit, throw and field but also on his attitude on and off the field and how he carried himself in general. Scouts really do their homework before they even start approaching anyone in the family. For example, I was amazed to learn that some of them knew all about Ryan’s girlfriend and how long they had been dating.

Baseball America has sports scouts/writers who travel all year round the Country watching high school games and showcases. It’s mind-boggling to read about your son in the Baseball America magazine as having “power potential on Mark McGwire’s level”, or listing him as the No. 3 pro prospect in the nation heading into the draft.

Ryan has stayed so humble through all of the prelims. We let him pick the agent, and a good one, indeed, who worked out a very generous deal with the Chicago Cubs. Ryan was the Cubs’ first pick, going 6th overall in the Draft.

He has been out in Mesa, Arizona playing summer ball and instructional ball and will return there next March for Spring Training.

It’s been a big adjustment to see my 18 year old son leave home for the first time, so far away. But I know it’s only for a short time. He only played one month this past summer, hitting .235 in 51 at-bats with 1 home run, 3 doubles and 2 triples. Ryan is basically starting all over. He’s going from the top of his ladder back down to the bottom.

When you ask Ryan how long it will take to get to the major leagues, he says, “I’ll be there in two to four years”. He has never shown me any reason to doubt him. I know that he’s got the best work ethics and determination to accomplish his goal.
Major Reorganization Of The County Attorney’s Office

For what is believed to be only the first time since it became a major element of County government the County Attorney’s Office has undergone a major reorganization.

The principal motivation for this reorganization was the desire of County Attorney Susan Churuti to streamline her office into the most efficient and effective posture to discharge their primary and manifold responsibilities with discernment and dispatch.

Here, in her own words, is the County Attorney’s resume of the various aspects of the reorganization of her office:

Looking ahead to 2004, my Chief Assistant Jim Bennett and I saw many challenges – nine of our twelve elected clients running for re-election, the Charter Commission working from January through July to consider charter changes for reorganization of the County, and a presidential election year.

Therefore, in March 2003, I asked for the Personnel Department’s assistance in helping to reorganize to achieve greater efficiency without adding additional staff. Meetings then began between our office and Dave Libby, Peggy Rowe and Gene Presoir. During these meetings, we were advised that the span of supervision for Jim and me had become too large, and that the best way to address this issue was to break the office up into practice groups or “pods,” each administered by a Managing Assistant County Attorney. These managers are responsible for the administrative functions of four practice groups: Land Use/Environmental/Utilities Support, Elected & Personnel Support, Internal Support, and Risk & Litigation Support. This new pod structure would also ensure that our clients always receive the best and fastest possible service. At the same time, we decided that having a managing Legal Assistant supervise all the legal research provided by the legal assistants, interns, law clerks, and volunteers would also be a step in the right direction. Geoff Hamlin was selected for this position. Next, we worked with Personnel to develop both new job descriptions.

With such significant changes being made, we began holding weekly full staff meetings to get everyone’s feedback and suggestions. This was a tremendous help in making the decisions that needed to be made while keeping everyone informed of changes.

The opportunity to become a Managing Attorney was opened up to all of the attorneys and once the list was compiled of who was interested, interviews were set up, and promotions were made. The Managing Assistants promoted are Jewel Cole (Land Use/Environmental/Utilities Support), Dennis Long (Internal Support), Sarah Richardson (Elected & Personnel Support), and Tom Spencer (Risk & Litigation Support). Next came the assignments of the rest of the staff to pods. Finally, the Managing Assistants, Managing Legal Assistant, Jim and I together attended supervisory training.

While our reorganization will never be finished, we continue to work to make the County Attorney’s office a success and we believe that these changes have already helped us to achieve our goals!

Retirements

OVER 42½ YEARS
ROBERT GORGEN
Land Survey Technician III
Public Works
OVER 22½ YEARS
JAMES KRIMM
Senior Engineering Inspector
Utilities

OVER 31 YEARS
ROBERT SHIELS
Education Instructor
Extension Service
OVER 20 YEARS
WILLIAM CONKLIN
Maintenance Specialist
Utilities

OVER 30 YEARS
GIGI ARNTZEN
Administrative Support Supervisor
Personnel
OVER 16½ YEARS
SANTIAGO SUAU
Senior Animal Care Assistant
Animal Services

OVER 25½ YEARS
GARY WELDON
Computer Operations Supervisor
Information Technology
OVER 16 YEARS
STEPHEN HALLORAN
Emerg Communications Operator
Emergency Communications