



# County Connection



## The Holiday Luncheon Returns for 2021!

Please RSVP to your department representative by December 2, 2021.

**When: Thursday December 9<sup>th</sup>, 2021**

**Time: 11 am to 2 pm**

**Where: Indian River County Fairgrounds**

Human Resources is looking forward to seeing everyone at the 2021 Holiday Luncheon. We will have good food catered by 14 Bones and good fellowship because we will be able to see each other in person! We look forward to seeing you there! For those who cannot attend in person, we are offering to go meals as well – RSVP for the to go meals is also required by December 2, 2021.

## Welcome to the Team!

- Mark O'Brien** – Outside Operations Attendant, Golf Course Clubhouse
- Terry Rosenbarker** – Outside Operations Attendant, Golf Course Clubhouse
- Scott Nicholls** – Outside Operations Attendant, Golf Course Clubhouse
- Patrick Kennedy** – Outside Operations Attendant, Golf Course Clubhouse
- Paola Foxx** – Library clerk, Main Library
- Juliette De La Rosa Mateo** – Lifeguard I, Gifford Aquatic Center
- Shane Houck** – Utilities Service Worker Wastewater Collection, Wastewater Collection
- Charles Towe Jr.** - Heavy Equipment Operator, Road & Bridge
- Ethan Craven** – Lifeguard I, North County Aquatic Center
- Boyd Williams** - Maintenance Worker Library Services, Main Library
- Jose Torres** – Roadman, County Engineering
- John Dotsey** - Lifeguard I (Ocean), Ocean Rescue
- Gi Lee** - Library Clerk Technical Services, Main Library
- Charles Massi** - Range Attendant, Shooting Range Operations
- Matthew Tourville** - Range Attendant, Shooting Range Operations
- Yvonne Florian** – Staff Assistant II, Agriculture Extension
- Gilton Plourde** - Housing Inspector, Rental Assistance
- Abigail Hatton** – Lifeguard I (Pool), Gifford Aquatic Center
- Patric Carpenter** - Environmental Technician, Utility Operations
- Hunter Beach** - Lifeguard I (Pool), North County Aquatic Center



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**Congratulations to these employees on their promotions, reclassifications and transfers!**

- David Rattray** - Asst. Fire Chief-Support Svcs., Fire Services
- Chelsea Carlson** - Librarian I-Teen/Adult, Main Library
- Daniel Maida-Tigan** - Heavy Equipment Oper., Road & Bridge
- Ben Baker** - Heavy Equipment Oper., Road & Bridge
- Clarissa Glass** - Maintenance Worker, Intergenerational
- Elise Velasquez** - Sr. Budget Analyst, Management & Budget
- Parris LaMana** - Staff Assistant III, Fire Services
- Tammy Medina** - Building Admin Asst., Building Department
- Robert Whitehead** - Water Oper. Trainee, Water Productions
- Robert Shapiro** - Heavy Equip Oper., Road & Bridge
- Brent Peabody** - Heavy Equip Oper., Road & Bridge
- Robert Miller** - Fleet Svcs. Supervisor, Vehicle Maintenance
- Burke Cardell** - Equipment Operator II, Road & Bridge
- Hunter Troska** - Engineer Fire Medic., Fire Services
- John Schoonmaker** - Water/Wst Plant Operator A, Water Productions
- Tricia Johnson** - Code Enforcement Officer, Environmental Plan/Code
- William Herrington** - Burea Chief - Fire Rescue Training Logistics, Fire Services

Same faces...new places!



## Congratulations & Thank You

to each of these employees for their years of dedication and hard work...

**5 Years**

- Benjamin Johnson
- Robert Haines
- James Applegate
- Timothy O'Connell
- Edwin Gore

**15 Years**

- John Coppersmith
- Gerald White
- David Rattray
- Stephen Carbone

**25 Years**

- Kelly Buck

**30 Years**

- Mark Knief



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## On-Site Flu Shots

**When:** December 16, 2021 from 10:00am - 2:00pm

**Where:** Purchasing Conference Room – 1<sup>st</sup> Floor Build. B

**No appointment is needed**

- Complete the consent form
- Bring your ID and insurance card
- Wearing a mask is recommended but not required



## KUDOS!

Way to go Brackett Library Team!



### Richard Francis

We received a compliment from Terry Cressman thanking Richard for being patient and very helpful with him on the computers.

“Richard helped me a lot and I’m very thankful for his patience.”

### Shannon Hawk

We received a message from Hazel Adolphson thanking Shannon for the activity her grandson Pheenix participated in.

“He was so excited and could not believe he could actually eat the creations he made.”

Free  
Free  
Free....







# County Connection

## Health-Insurance Fund

### Fund Balance Analysis

Fiscal Year End Fund Balance History					
September 30, 2018	September 30, 2019	September 30, 2020	September 30, 2021	Inc./Dec.	% Inc./Dec.
\$13,148,724	\$12,197,911	\$12,807,209	\$14,995,350	\$2,188,141	17.09%

The Florida Office of Insurance Regulation requires local governments that administer self insured health plans to maintain a fund balance equal to a minimum of 60 days of claims expenses.

On November 16, 2021, the Board of County Commissioners approved a \$1.2M transfer from the CARES Act fund into the Health Insurance Fund to cover a portion of the \$2.8M in COVID-19 related claims incurred by employees, spouses, and their dependents.

## Reminder to Check Your Vacation Hour Balances – Coordinate Time off with Your Manager



Employees hired prior to October 1, 2011, will earn vacation monthly, in hourly increments, and may carry over unused vacation from year to year up to a maximum of 75 days. **Any vacation time accrued over 75 days during the calendar year must be used by December 31 of that calendar year. On January 1 vacation balances exceeding 75 days will be rolled back to the 75-day maximum.**

Employees hired on or after October 1, 2011, will earn vacation monthly, in hourly increments, and may carry over unused vacation from year to year up to a maximum of 30 days. **Any vacation time accrued over 30 days during the calendar year must be used by December 31 of that calendar year. On January 1 vacation balances exceeding 30 days will be rolled back to the 30-day maximum.**

*\*Teamsters and IAFF limits are as outlined in the collective bargaining agreement. \**

**In addition to the above maximums, an additional 40 hours of vacation may be carried over as a special allowance for Families First Coronavirus Response Act (Emergency COVID Leave) hours that were converted to vacation hours.**



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## Fun Things to Do with Your Kids on Christmas Eve

- Sing Christmas carols
- Bake Christmas goodies
- Relax with Christmas movies
- Tour the Christmas lights
- Create a homemade gift
- Attend a Christmas Eve service



**As a County employee you have an opportunity to set aside additional funds for retirement..**



**Nationwide®**

In addition to the Florida Retirement System (FRS), Indian River County offers a Deferred Compensation Program to help you prepare for retirement. For more information or if you have any questions, please contact Mark Schilling at 772-284-9660 or [schillm@nationwide.com](mailto:schillm@nationwide.com).



## **THANK YOU FOR WORKING SAFELY!**

Safety incentive awards are available for employees who have not had a reportable accident in the past year, based on your annual date of hire.

See the Risk Management web page for additional details and award request forms.



# County Connection

**PLEASE REPORT IMPROPER DUMPING**



Please call 772-226-1888 to report dumping of any substance into storm drains and canals or report online at [ircgov.com/publicworks](http://ircgov.com/publicworks)

**STAY SAFE & KEEP OTHERS SAFE:**

- Stay home if sick
- Wear a face mask
- Maintain at least 6 feet between you and others
- Wash your hands for at least 20 seconds
- Clean and disinfect frequently used surfaces
- Avoid touching your face