

Our Vision: To be the Standard for Public Service in America





2021 Pinellas County Government Accomplishments

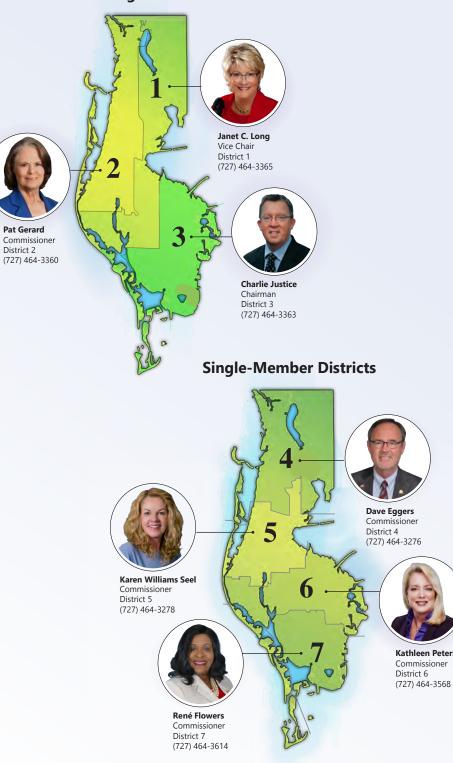
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Pinellas County Board of County Commissioners



District 2



Message From Your Board

After a year filled with unprecedented challenges brought on by the COVID-19 pandemic, 2021 became a year of resolve and renewed energy in our ongoing work to improve quality of life for our residents.

As the calendar turned, so did our fight to address COVID-19. Pinellas County jumped to the forefront with a vaccine pilot program to protect our most vulnerable residents and staff of long-term care facilities. We went on to help more than 669,000 residents receive at least one dose of a COVID vaccine. Pinellas was recognized as No. 1 in Florida for nursing home vaccine missions.

By October, Pinellas County recorded the lowest unemployment rate among Florida's large urban counties. The recovery of our businesses and workers saw the County hit an all-time high in total jobs. We invested more than \$17 million in contracts with our small businesses.

As housing instability grew around the country, our County stepped up to distribute over \$17 million in emergency rental assistance to more than 2,000 families. With money from the Penny for Pinellas, we approved eight new affordable housing developments that will produce more than 880 new homes. Many of our decisions are aimed at flood insurance.

We've invested in the behavioral health system to support easier access to programs and assistance, including ongoing funding for the Sheriff Office's mental health unit. We continued our efforts to combat the opioid crisis and make strides in human trafficking prevention. Our budget also provides funding for programs that address homelessness and food insecurity.

keeping Pinellas an affordable place to live and work. For the first time since 2007, we voluntarily decreased the general fund millage rate, putting the Countywide property tax at its lowest rate in more than 30 years and saving the average homeowner \$25 per year. The County also became the first community in Florida to earn a new rating with FEMA that provides homeowners a 35% discount on

With Penny for Pinellas funds, we also preserved park and environmental lands, such as the Douglas Property in Dunedin. We successfully responded to a long Red Tide event and remain hurricane ready as evidenced by Tropical Storm Elsa. We entered Duke Energy Florida's Clean Energy Connection Program to offset County energy use with solar power as we build toward our goal of 100% renewable, zero-emission, clean energy consumption by 2050.

We invite you to read on to learn more about all we're doing to improve your quality of life. We thank you for continuing to trust all of us with this mission. It's a pleasure and a privilege to serve you.

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Setting the Standard –

for Local Government in 2021

COVID-19 Award Winning Leadership

- One of two counties selected for a pilot program to provide COVID-19 vaccines for residents and staff in long-term care facilities.
- » By December 2021, nearly 69% of people in the county had received at least one dose of a vaccine, with County-supported sites distributing more than 250,000 doses.



County Administration

Pinellas County Administration was honored with the Florida
City and County Management Association President's
Award for the County's COVID-19 pandemic response.

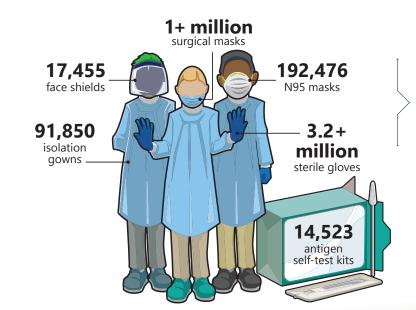
- Continued supporting testing sites opened in 2020, administering
 95,000+ tests in 2021 and more than 241,000 total tests.
- County staff distributed local vaccine information in English, Spanish and Vietnamese and worked with DOH-Pinellas to publicize vaccine events and availability in underserved communities.
 - The Abrazo a la Distancia Task Force organized six vaccine events at the Hispanic Outreach Center for 800+ community members and held 14 webinars and Zoom conversations with health experts.
 - The County regularly maintained a significantly lower rate of new cases compared with the rest of Florida.

- The County's bilingual COVID-19 website shared valuable resources and data, reaching 7.5+ million pageviews since its launch in 2020.
- Distributed over \$17 million from the Emergency Rental Assistance
 Program to nearly 2,000 households during the COVID-19 pandemic.
- Distributed \$24.6 million in rent and utility assistance to 8,600+ households through the Pinellas CARES Financial Assistance program in partnership with 211 Tampa Bay Cares.
- » Distributed more than 260,000 cloth face masks and 16,000 disposable face masks with the help of our countywide community partners.

Board of County Commissioners voting on

Human Services

Searned the National Association of Counties' Best in Category and the National Association of County and City Health Officials' Innovative Practice Awards for providing safe isolation and quarantine facilities for residents experiencing homelessness.







Safety & Emergency Services

» Pinellas County EMS staff won the 2021 EMS 10 Innovation Award for their model COVID-19 vaccination program implemented for emergency responders and skilled nursing home facility residents and staff.

Pinellas County EM fulfilled 2,547 requests, totaling 5+ million personal protective equipment items

for 226 long-term care facilities, non-profits, hospitals and municipal organizations.

Hispanic Outreach Center vaccine event.

Setting the Standard

for Local Government in 2021

Prudent Budgeting

» Lowered the Countywide property tax rate to the **lowest rate since 1990-91**, saving the average Pinellas County residential homeowner \$25 per year. This was the first voluntary general fund millage rate decrease since 2007.



Lowest **Property Tax Rate** since 1991

- » Continued to have the **lowest per** capita debt among large Florida **counties**, thanks to strong budget planning and a pay-as-you-go approach.
- » The balanced \$2.9 billion budget includes funding to support various community priorities including infrastructure and affordable housing investments, park service and maintenance improvements plus behavioral health and Sheriff's Office enhancements.

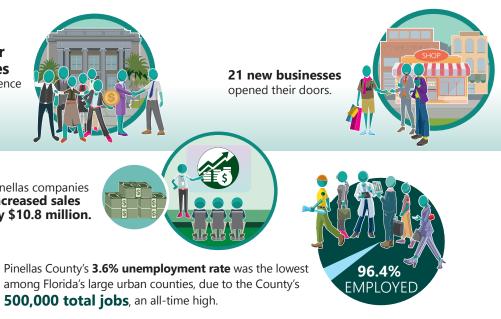
- » Stabilized the Transportation **Trust Fund**, which pays for patching potholes, building and fixing sidewalks, keeping traffic signals in shape, clearing ditches and other drainage structures and maintaining bridges among other Public Works services.
- » Received and invested **\$170+** million from the Coronavirus **Relief Fund**, a component of the federal CARES Act stimulus package, to support public health mitigation and response and financial assistance for individuals, families and businesses.
- » Adopted a budget with **healthy** reserve levels beyond those set in County policy to weather future economic downturns.

- » Initiated the Emergency Rental **Assistance Program** utilizing more than \$45 million of federal funding from the Consolidated Appropriations Act and the American Rescue Plan Act.
- » Received \$189+ million in **American Rescue Plan Act** (ARPA) funds which will be used to aid public health expenditures, address pandemic-related negative economic impacts, replace lost revenue, provide premium pay for essential workers, invest in County infrastructure and support other needs of the community.

Economic Vitality

- » Recorded a **3.6% unemployment** rate by the end of the fiscal year, the lowest among Florida's large urban counties.
- » Reached an all-time high with 500,000 total jobs in Pinellas.
- » Awarded **\$18+ million in County** contracts to 772 local small businesses enrolled in the Small Business Enterprise Program.
- » Helped local, small businesses secure an additional \$4.6+ million in federal, state and commercial awards.
- sales by **\$10.8 million**.
- » Generated \$8.1 billion in economic development from tourism, including **\$45.9 million** in sales tax and **\$73+ million** in bed taxes from visitors.

Investing in our small businesses kick-started a resurgence in our economy.



Pinellas companies increased sales by \$10.8 million.



The County's economic development efforts supported local start-ups and business expansions.



Creating Affordable Homes

- » Approved **eight new affordable** housing developments to bring 880+ additional affordable **homes** using funds from Penny for Pinellas sales tax.

The County-supported Innovare development will bring 50 new homes to vulnerable residents.

- » Earned an Award of Excellence from the National Association of Local Housing Finance Agencies for a Clam Bayou housing development that included eight units set aside specifically for veterans.
 - » Launched a housing information website for residents and partners seeking information about our collective efforts to increase affordable housing for everyone.



Palmetto Pointe Apartments

» The opening of Eagle Ridge and Palmetto Pointe developments brought **150+ new affordable** housing units to Pinellas County.

Attracting Tourism

» Generated **\$8.1 billion** in economic development from tourism, including \$45.9 million in sales tax and \$73+ **million** in bed taxes from visitors.

- » County employees provided 3,500 hours+ of consulting to help 21 new businesses open their doors, create or retain **870+ jobs** and support 7,600+ additional jobs. Those efforts brought in **\$11+** million of loans and grants for Pinellas companies, and increased
 - » County-operated St. Pete-**Clearwater International Airport** (PIE) expanded to **65 non-stop** destinations, the most in its history, and added two new commercial airlines.
 - » Created or retained nearly 2,000 jobs and \$85 million in capital investment through business assistance, expansion and relocation efforts.

Setting the Standard

for Local Government in 2021

Behavioral Health

» Prioritized the Pinellas County Behavioral Health System Elevation in collaboration with the Pinellas Integrated Care Alliance and the Florida Department of Health in Pinellas County. The joint effort will establish a robust **Behavioral Health** Coordinated Access Model (CAM) that allows for increased standardization and transparency in how consumers, families, caregivers and professionals access care.



The new Quick **Response Team** proactively connects people to substance use treatment.





- » Commissioners continued working with our community in tackling the opioid and addiction crises.
- » Continued ongoing opioid mitigation efforts such as the creation of a **Quick Response Team** to proactively engage individuals into substance use treatment, the training of more than 1.000 EMT Paramedic staff and the launch of an electronic referral process in the EMS medical record system. Since launching in August, more than 100 people have been connected to services.
- » Developed the **Sterile Syringe** Exchange Ordinance.



The coordinated access model will improve how we connect people to the care they need.

Sustainability & Resiliency

- » Adopted a resolution to transition to renewable, zero-emission, clean energy consumption **100%** countywide by 2050.
- » Entered Duke Energy Florida's Clean Energy Connection Program to receive solar energy credits, offsetting 40% of County energy usage through solar power generation by 2024.
- » Published our **first comprehensive** Sustainability and Resiliency report and website.

Uplifting Our Unincorporated County Communities (North, Mid-South and Lealman)

» Recognized the **Dansville** community's history with a Florida Historical Marker dedication to celebrate and maintain the historically Black neighborhood's identity.



- » Developed work plans that will guide local investments within each community and serve as a guide to maximize the collective efforts of the county, partners and community.
- » Completed a strategic plan for the Lealman Exchange and a Downtown Palm Harbor Form-Based Code.

- address:

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» Partnered with the City of Dunedin and our community to acquire the Gladys Douglas Preserve for land and habitat preservation and the future enjoyment of visitors, funded in part by a **\$2.4 million Florida Communities Trust grant**.

» Completed a Sea Level Rise and Storm Surge Vulnerability Assessment.

» 46 staff members received certifications from the Institute for Sustainable Infrastructure.

- » Acquired the **first two fully** electric vehicles for County operations.
- » The U.S. Green Building Council selected Pinellas County as one of 15 cities and counties to participate in the nationwide 2021 LEED for Cities Local Government Leadership Program.



» Investing a portion of the American Rescue Plan Act (ARPA) funds to

Palm Harbor regional

stormwater to provide the required capacity for development in the expanded downtown area.

Developing **Highpoint Community Park** to include multipurpose fields, restroom, picnic shelter, playgrounds and walking paths.

- Investing in the creation of Ridgecrest/Dansville **community parks** around a current stormwater pond that is centrally located in the Dansville community and completing the McKay Creek Greenway connection to connect several other existing parks.
- Investing in Lealman's Raymond Neri Park and Joe's Creek



Greenway Trail to fulfill the community's vision.

Implemented branding for Palm Harbor.



Delivering First-Class Services to the Public & Customers

The COVID-19 pandemic changed the way we live, but not our responsibility to serve residents. Our teams innovated, in-person and remotely, to ensure residents could access the services and information they need and continue to have their voices heard.

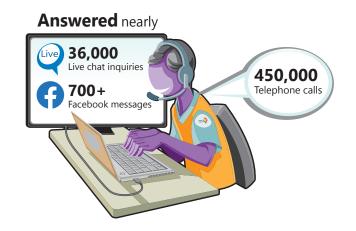
Thousands of residents helped inform County decision-making by sharing viewpoints about important programs, including key transportation and stormwater projects, trails, community master plans, sustainability and more through **online** surveys, in-person events and virtual meetings. The County is also progressing toward completion and launch of a new, mobile-friendly website.

2021 Highlights

Honoring Local Legacies

• The County Commission and the Fred G. Minnis, Sr. Bar Association honored the late Attorney Fred G. Minnis, Sr. with the dedication of the Pinellas Law Library. The library naming event recognized the many contributions made by Mr. Minnis, Pinellas County's first African American full-time lawyer.





Launched Discovering Pinellas, a new video series to explore topics of interest to Pinellas County residents.

Improving Our Roadways

• Upgraded the software of our **Advanced Traffic Management System** to improve traffic flow and reduce time spent at red lights.



- Secured a \$4.6 million grant for smart transportation technologies that will improve mobility and safety.
- Resurfaced 77+ miles of roadways.
- Fixed nearly 100% of reported potholes within three days of report.
- Maintenance teams responded to 841 emergency service requests within 24 hours.

Repairing Our Sidewalks



• Allocated **\$4 million** to address a significant sidewalk repair backlog, plus funding to implement a comprehensive sidewalk management program.

Veterans Served

 5,000+ local veterans served; a 19% increase compared to 2020.

Residents Helping Each Other

- at Gandy Beach.



Responding to Property Needs

- use permits.
- of all residents.

Caring for the Homeless



 700+ County volunteers and interns contributed 67,000+ hours of community service, saving millions in taxpayer dollars.

 The Youth Advisory Committee collected 380 pounds of trash

• Issued 28,000+ permits and conducted nearly 72,000 inspections to ensure building safety.

• Processed **1,600**+ right-of-way

• Conducted **20,000+ inspections** and investigations into code concerns to ensure health and safety

• Resolved **77% of code issues** through voluntary compliance.

• Awarded **\$1.5+ million** for Bayside Health Clinic Expansion that will provide more space for dental and behavioral health providers.

Provided 1,096 pounds of produce

to about 600 families at our Farm Share Produce Giveaway.

Water in Our Community

- Performed nearly 65,000 water laboratory tests to provide 18+ billion gallons of safe drinking water.
- Treated 10+ billion gallons of wastewater and produced 6.93 billion gallons of reclaimed water.
- Secured **\$2+ million** for design work for 13 mobile home parks' wastewater collection systems to reduce the risk of water pollution.



Lined and replaced 23.000+ feet of pipe to maintain our utility systems and reduce overflows.



Ensuring Public Health, Safety & Welfare

Ensuring your safety starts with responding to emergencies and Pinellas County is making strides to be there for our residents guicker than ever before. In that effort, we added technology innovations that will process calls into our Regional 9-1-1 Center faster, which allowed our employees to answer the 879,000 calls in an average of eight seconds, beating the industry standard of 10 seconds. And when it came to responding to those calls, EMS and Fire got to the more 788 calls/day that required their assistance in 4.5 minutes on average.



Responded to 788 EMS & Fire calls/day

with an average of **4.5-minute** response time.



2021 Highlights Reducing

Ambulance Expenses • Offered Sunstar FirstCare

Membership plans to residents as a low-cost option for ambulance expenses, saving members an average of **\$180 per transport**.

Enhancing **Community Services**

• Granted \$17+ million to 61 programs targeting behavioral health needs, food insecurity and eviction mitigation/housing insecurity in partnership with Pinellas Community Foundation.

Tropical Storm Elsa

- Answered nearly **2,500** resident calls and live chat inquiries.
- Temporarily opened two community shelters that welcomed nearly 200 residents and their pets.
- Launched a Tropical Storm Flood Risk Map showing 42,300+ residents their potential risk from the storm.



Hurricane Season Ready

- Handed out **86,500** 2021 Hurricane Preparedness Guides in English, Spanish and Vietnamese.
- Distributed **3,000 hurricane kits** to at-risk communities in coordination with partners.



Move Safe, Pinellas



- 201,000+ pets licensed.

Improvements on Pinellas Trail

Road to Enterprise Road.

Halting Human Trafficking

 Issued additional public awareness messaging on human trafficking prevention ahead of Super Bowl LV, reaching 113,000+ residents.

• Added **5.6 miles of bicycle** lanes and 4.9 miles of sidewalk to improve bicyclist and pedestrian

Protecting Pets and People

• Nearly 13,000 field visits by animal control officers to ensure animal welfare and resident safety.

• Completed construction to fill a previous trail gap from Sunset Point Road to NE Coachman Road in Clearwater, allowing pedestrians and cyclists to safely travel more than six miles from Haines Bayshore



Alerting You to Hazards

- Sent **760 messages** to residents and partners through Alert Pinellas, the County's emergency notification service.
- Nearly 14,000 additional residents registered for Alert Pinellas.

Addressing Consumer Needs

 Obtained \$637,000+ in refunds and restitution for residents based on their consumer complaints.

Safety at the Beach

 Four new lifeguard towers placed at Sand Key and Fort De Soto Park, providing lifeguards with a clear view of the beaches for faster emergency response.



Practicing Superior **Environmental Stewardship**

Through floodplain management efforts like improved flood risk mapping, preservation of floodplains and maintenance of our drainage system, Pinellas County earned a Class 3 rating in the National Flood Insurance Program's Community Rating System, the highest rating any community in Florida has ever achieved.

That distinction is projected to provide more than \$7.9 million in savings per **year** for property owners and renters in unincorporated areas of the county thanks to the 35% discount on flood **insurance premiums**, a 10% increase from previous years. The Class 3 rating puts Pinellas County in the top one percent of CMS communities nationwide.



2021 Highlights **Responding to Red Tide**

- Removed 1,859+ tons of debris to keep beaches clean.
- Provided accurate, timely maps of red tide blooms and impacts for residents and visitors to enjoy Pinellas beaches safely.



Blossoming New Podcast

 Debuted UF/IFAS Extension Pinellas' Naturally Florida podcast to educate Florida residents and visitors about native plants, animals and ecosystems, achieving 3,550+ plays in its first five months.



Cleaning Up Our Community

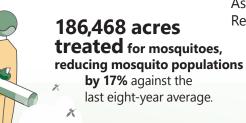
- Removed or trimmed vegetation from 7,700+ acres of public lakes, ponds, and canals; nearly 95,000 feet of ditch line; 180 acres in permitted facilities; and **769 miles** of rights-of-way to improve draining and reduce mosquito breeding.
- Swept 23,500+ miles of county streets to remove hazards and protect local waterways.

Managing Stormwater

- Developed a new flood map service webpage with local, state and federal resources.
- Secured \$992,000 from statewide grant to develop a countywide flood mitigation plan.
- Added 10 new Adopt-A-Pond communities to manage stormwater ponds and improve water quality, habitat restoration, drainage and flood protection.

Controlling Mosquitoes

• Empowered 5,200+ residents to control mosquitoes through 13 events, classes and presentations.





Getting Out in Nature

- increase from 2020.

Protecting Our Parks

- or abuse of wildlife.
- Management Program.

Supporting Our Shoreline

Restored Beaches.



• County boat ramps allowed **1.1+ million visitors** to enjoy Tampa Bay and the Gulf of Mexico, an 8% increase from 2020.

• Nearly 20 million visitors enjoyed our 22 parks and preserves, a 4%

• Developed a Nuisance Wildlife Management Procedure for our park rangers to prevent destruction

• Trained **100+ participants** from Pinellas County and municipal agencies in industry-leading, sustainable Integrated Vegetation

 The Upham Beach Stabilization Project made the American Shore and Beach Preservation Association's 2021 List of Best

Leading the Way in Waste Management

- State leader in recycling for the sixth consecutive year.
- Recycled 52 million pounds of metal, turned **97 million** pounds of yard waste into mulch and collected **1.2 million pounds** of household electronics and chemicals.
- Conducted regional waste reduction campaign, **Reduce Your** Use Tampa Bay, to encourage hundreds of individuals and businesses to take a waste reduction pledge in partnership with local governments and nonprofit organizations.

Preserving Our History

• Completed refurbishment of the Gulf Beaches Cottage in the Pass-A-Grille Historic District and developed Curator in Residence guidelines that will ensure the future of historic records and artifacts.





Fostering Continual Economic Growth & Vitality

As more people across the U.S. looked for their vacation destination, many of them landed in Pinellas County thanks to our advertising efforts. Our "Immerse your Senses" campaign created a total economic impact of **\$219.7 million** by inviting visitors to take in the stunning sights and sounds of Pinellas. The "Rise to Shine" campaign encouraging people to visit safely during the pandemic reached

570+ million impressions across the country.

Outreach efforts around Super Bowl LV produced \$24.6+ million in media value for our community. Plus the new, scripted dramedy series Life's Rewards on Amazon Prime Video, filmed entirely in Pinellas County, seeks to inspire future visitors to explore our area.



Accelerating Job Growth & the Economy

• Three conditionally approved **Employment Sites Program** projects will create 432,700 square feet of new industrial and manufacturing space as well as a new, multi-use sensitive compartmented information facility to attract and serve targeted industries.





- The County-operated Young-Rainey Science Technology and Research (STAR) Center provided a worksite for 1,700+ private sector jobs, contributing **\$154.3 million** to Pinellas residents.
- Launched the new, mobilefriendly VisitStPeteClearwater. **com** to support local businesses with increased tourism.

Growing PIE

- County-operated St. Pete-Clearwater International Airport (PIE) expanded to 65 nonstop destinations, the most in its history, and added **two** commercial airlines.
- Completed \$22 million rehabilitation of primary Runway 18-36.



in July 2021 marked PIE's busiest month ever.

Creating a Quality Workforce

Honoring High Performance

 Continued implementation of career paths and career ladders program across nine departments and three divisions that represent about 1,200 employees. Nearly half of those employees were eligible for career path incentives once the program began.

Safer Workplace

 Certified nearly 300 employees in CPR, first aid and AED use.

Award Winners

Communications

- Attained the live chat **LiveHelpNow** Best Customer Service Award for every month from October 2020 through September 2021.
- Department Director Barbra Hernandez, APR, CPRC earned the 2021 Florida **Public Relations Association State** Member of the Year Award for industry leadership.

Convention & Visitors Bureau

- Received a VISIT FLORIDA Silver Flagler Award in the Resource/ Promotional Material-Consumer category for Visit St. Pete-Clearwater's Gulf to Bay 2020 Destination magazine.
- Earned a VISIT FLORIDA Henry **Flagler Award** in the Creativity in Public Relations category for a virtual familiarization tour of the St. Pete Pier.
- Won the 2021 SMART Stars Award for Best Convention & Visitors Bureau by Smart Meetings.
- Won the 2021 Convention South Reader's Choice Award of the top meeting sites and destinations.

Connecting With Our Community

Asian Neighborhood Family Center.

Utilities

Affairs Council.



Honoring our 2021 **Fire Professionals** of the Year

• Exceeded **five-year goal** in training more than 1,200 employees in OSHA workplace safety.

• Educated 25 teenagers and 40 middle schoolers about careers in public service through our Youth Summer Programs at the Hispanic Outreach Center and the Lealman and

 Education Coordinator Shea Dunifon earned the Florida Section of the American Water Works **Association (FSAWWA) Chairs** Award of Excellence. Public



 Pinellas County Utilities received the WaterReuse Association's Outreach and Education Award.

• The Pinellas Education Foundation awarded the South Cross Bayou **Education Program as Pinellas County** Schools' Secondary (Middle/High School) Business Partner of the Year.



- Provided 58 children with bikes and helmets through the Annual Employee Holiday Bike Drive.
- County employees provided **140** hours of community service.
- Employees volunteered **28 hours** participating in the Great American Teach-In.

Public Works

- Earned the Florida West Coast **APWA Environmental Project** of the Year for the Highland Ave. Drainage Improvement project.
- Three Certified Public Manager **Program** graduates.

Office of Management & Budget

• Received the Government Finance Officers Association (GFOA) **Distinguished Budget Presentation** Award for the 16th consecutive year, the only award available for local government budgeting.







Pinellas Our Vision: To Be the Standard for Public Service in America.

Our Mission:

Pinellas County Government is committed to progressive public policy, superior public service, courteous public contact, judicious exercise of authority, and responsible management of public resources to meet the needs and concerns of our citizens today and tomorrow.

Ensure Public Health, Safety, and Welfare

- 2.1 Provide planning, coordination, prevention, and protective services to create and enhance a safe, secure, and healthy community
- 2.2 Be a facilitator, convener, and purchaser of services for those in need
- 2.3 Provide comprehensive services to connect our veterans and dependents to the benefits they have earned
- 2.4 Support programs that seek to prevent and remedy the causes of homelessness and move homeless individuals and families to permanent housing
- **2.5** Enhance pedestrian and bicycle safety

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Deliver First-Class Services to the Public and Our Customers

- 5.1 Maximize partner relationships and public outreach
- 5.2 Be responsible stewards of the public's resources
- 5.3 Ensure effective and efficient delivery of county services and support
- **5.4** Strive to serve the needs of all Pinellas County residents and customers



Practice Superior Environmental Stewardship

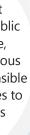
- 3.1 Implement green technologies and practices where practical
- 3.2 Preserve and manage environmental lands, beaches, parks, and historical assets
- **3.3** Protect and improve the quality of our water, air, and other natural resources
- 3.4 Reduce/reuse/recycle resources. Including energy, water, and solid waste
- **3.5** Foster a sustainable and resilient community that is prepared for sea level rise and a changing climate

Foster Continual Economic Growth and Vitality

- **4.1** Proactively attract and retain businesses with targeted jobs to the county and the region
- **4.2** Invest in communities that need the most
- **4.3** Catalyze redevelopment through planning and regulatory programs
- 4.4 Invest in infrastructure to meet current and future needs
- **4.5** Provide safe and effective transportation systems to support the efficient flow of motorists, commerce, and regional connectivity
- **4.6** Support a vibrant community with recreation, arts, and culture to attract residents and visitors

Create a Quality Workforce in a **Positive, Supportive Organization**

- **1.1** Recruit, select, and retain the most diverse and talented workforce
- **1.2** Leverage, promote, and expand opportunities for workforce growth and development
- **1.3** Make workforce safety and wellness a priority
- **1.4** Maintain a fair and competitive compensation package









www.PinellasCounty.org 315 Court Street, Clearwater, FL 33756

