

County Administrator Barry Burton

Annual Review 2023



Our vision: to be the standard for public service in America

- Ensuring that our residents and businesses are safe and feel safe
- Continuing to streamline access to behavioral health services
- Improving our transportation infrastructure across the County
- Providing for our workforce
- Advancing affordable housing initiatives in partnership with municipalities
- Managing our financial situation now and into the future



Budget:

The FY24 Budget provides a framework for decision-making, enabling officials to allocate resources effectively and efficiently to various departments, programs, and services.

This Budget is based on the Board's guidance and recommendations, which focuses on the following priorities:

- Ensuring that our residents and businesses are safe and feel safe,
- Continuing to streamline access to behavioral health services,
- Improving our transportation infrastructure across the County,
- Providing for our workforce,
- Advancing affordable housing initiatives in partnership with municipalities, and
- Managing our financial situation now and into the future.

The main challenge of this budget has been to absorb the effects of the current economic environment (inflation of goods and services), retention and recruitment of employees, and the legislative obligations that have been placed on all Florida Counties (including increases to contributions to the Florida Retirement System, or FRS). This budget maintains the same service levels as in the current year, even though the cost of those same services continues to rise. The fiscal and operational condition of Pinellas County is strong as we enter FY24.

Ensuring that our residents and businesses are safe and feel safe:

Our priority projects focus on transportation, including road improvements, intersection upgrades, bridges, trails, and sidewalks. These transportation projects are targeted to alleviate traffic congestion, enhance mobility, and improve overall transportation infrastructure within the county. Drainage, stormwater management, and flood control projects are also essential for preserving all infrastructure. Public safety initiatives may involve constructing or renovating public safety facilities, hardening buildings for emergency sheltering, continuity of operations and improving the overall safety and security of the community.

Continuing to streamline access to behavioral health services:

The County continues to prioritize the behavioral health needs of its residents. Multiple initiatives are in place and in development to promote mental wellness, provide access to care, and support individuals experiencing a mental and substance use health condition. These investments illustrate our commitment to improving behavioral health in our community.

Improving our transportation infrastructure across the County:

The budget continues the focus on transportation and infrastructure improvements. We completed the sidewalk backlog project and will focus on improving the level of service with expanding resurfacing on local roads, improved trails, and signage. We will also focus on enhancing bridges and other road-related infrastructure. This budget continues the dedicated millage rates approved in prior years for stabilization of the Transportation Trust Fund for improved levels of service.

The Budget continues our emphasis on transportation infrastructure improvement with two new funding proposals:

- New technologies for the Advanced Transportation Management System/Intelligent Transportation System (ATMS/ITS) to improve residents' quality of life by moving traffic more efficiently on major corridors across the County with one-time funding of \$18.0M.
- A third dedicated millage for the expanded level of service on our roads and bridges (\$2.6M or 0.0281 mills).

Providing for our workforce:

Salaries play a crucial role in the recruitment and retention of highly skilled workers. Competitive compensation is essential for attracting high-quality candidates during the recruitment process and then quickly becomes vital in the effort to retain them. If employees feel that they are fairly compensated for their work, they are more likely to stay with the organization for the long term.

The Proposed Budget includes:

- 4.5% raise on salaries (calculated on the total salary, not on the mid-point of the salary range in FY24).
- An additional \$600 increase to the base salary (meaning that it will continue in future years).
- A one-time payment of up to \$600 (meaning that it will not continue in future years).
- Funding for all known career paths and ladders.
- Raising the lowest wage to \$18 per hour for any employees below that amount.

Advancing affordable housing initiatives in partnership with municipalities:

Housing affordability remains a top issue in Pinellas County and the Tampa Bay region as home prices and rents have risen dramatically in recent years. Pinellas County housing programs include home buyer counseling classes, down payment and home repair loans, rental assistance, and funding for affordable housing development that includes both homeownership and rental housing. Housing program funding is provided by the federal government and Florida's State Housing Initiatives Partnership program State partners, and Federal partners.

Applications for affordable housing funding are accepted on an ongoing basis. Since the Penny IV program was initiated in 2020, approximately \$33.9 Million has been committed to support new developments that provide homes that are affordable to people at all income levels; 4 developments completed with 157 affordable units, 4 developments are currently under construction, including 213 affordable, 65 workforce units and 290 market-rate units, and 7 developments are approved for funding, including 571 affordable and 144 workforce units.

Managing our financial situation now and into the future:

Our County places a strong emphasis on financial stewardship and transparency to ensure the effective and efficient use of public funds. The Budget is structurally balanced with recurring revenues covering recurring expenses to ensure that the County remains financially strong in future years. A structurally balanced budget indicates that the County's financial management is sustainable and that it can meet its ongoing obligations. The County has taken measures to align its spending with its available resources and has implemented sound fiscal policies to maintain stability and avoid deficits.

Having a structurally balanced budget is considered a positive indicator of financial health and responsible governance. It demonstrates the County's ability to operate within its means and maintain stability in its fiscal affairs, which can contribute to the overall economic well-being and confidence in the County's financial management.



Public Health, Safety and Welfare:

- Human Services worked with community partners to implement the County's first syringe exchange program under the State of Florida Infectious Disease Elimination Act (IDEA). The new program, which does not use any public funding, is designed to help prevent the spread of infectious diseases while providing expanded access to treatment and supportive community services. In the first 60 days the program collected over 3,000 syringes and provided over 2400 new syringes. 100% of participants received onsite counseling and wound care services and 400 Naloxone kits were distributed.
- Through the Pinellas Integrated Care Alliance (PICA), the County works with other public funders to establish a Comprehensive Behavioral Health Continuum that links various services and resources to address mental health and substance use. This continuum includes county-funded resources such as coordinated access into treatment, outpatient counseling, withdrawal management, post-overdose response, and various prevention efforts.
- Pinellas County works with crisis stabilization units, emergency departments, and law enforcement to connect individuals in crisis to appropriate care and prevent future crises.
- Pinellas MATTERS is a new program that provides emergency departments with addictions professionals to increase the administration of medications for opioid use disorder to optimize follow-up to medication-assisted treatment.
- Quick Response Teams work with law enforcement and Emergency Medical Services personnel who encounter individuals who have overdosed to provide ongoing community-level support and financial assistance to treat opioid, stimulant, and other substance use conditions.
- Due to the County's robust participation in the response efforts of the opioid overdose epidemic, the Human Services Department supports the Opioid Abatement Funding Advisory Board as it allocates settlement funds to mitigate the ongoing effects of this epidemic.
- The County emphasizes access to community-based care to ensure that individuals receive mental health services in their communities, preventing avoidable use of acute care services. By integrating mental health efficiently through partnerships with local treatment organizations. These covered services include screening and assessment, counseling, therapy, detoxification, residential treatment, and peer support. For those who require intensive support and case management, Human Services has created programs like the Pinellas Integrated Care Team (PIC) or Pinellas County Empowerment Team to provide robust community-level support to engage higher utilizers of services into treatment and rehabilitative services (PIC) or provide deep-end wrap-around psychiatric services to support community-level stabilization.
- The County prioritizes the prevention of fatal drug overdose and suicide through education, awareness campaigns, and training programs. We collaborate with local organizations to provide naloxone administration training, suicide prevention resources, and implement strategies to reduce fatal drug and suicide death rates including conducting Overdose Fatality Reviews and reviewing suicide data for future prevention and intervention service planning. The County conducts public awareness campaigns to reduce the stigma surrounding accessing mental health services. These efforts aim to educate the community about mental health, promote help-seeking behaviors, and increase awareness of available resources and the evidence associated with these services.

- Continued Implementation of the Coordinated Access Model (Care about Me) intended to go live in 2023. The Coordinated Access Model will serve all Pinellas Residents in need of a behavioral health appointment and will provide screening, triage, and follow-up to ensure the right service was provided at the right time.
- Procured Vendors for Emergency Shelter Staffing Support and Behavioral Health Staffing during storm activation to support residents who have evacuated and needed safe sheltering from the storm.
- Funded under the HRSA American Rescue Plan Act Funding, successfully designed the new Street Medicine Van to bring critical lifesaving services to individuals who are unsheltered across the County. The new van and medical team went into service February of 2023 and has had over 300 encounters to date.
- Revenues from user fees that support the Emergency Services system have increased 13.0% over last year due to successful efficiency initiatives implemented within the Financial Services Division.
- Completed major Radio System Capital Improvements and hardening while also cataloging and confirming system capability and adopting a signal strength standard Countywide that is safe and reasonable.
- Improved 911 call answering time by 7.0% with a quality call standard that meets accreditation standards by the R911 Division.
- Implemented multiple system response improvements including new units in East Lake, Largo, Tarpon Springs, St Petersburg while also reducing the EMS millage Countywide by our Fire and EMS Administration Division.
- Created an anti-complacency hurricane safety communication plan to increase compliance with emergency messaging during named storm events.
- Received \$560,000 in Safe Streets and Roads grant funding for the 49th Street Safety Implementation Project.
- Partnered with Pinellas Opioid Task Force to identify steps to reduce pedestrian crashes related to impairment.
- Developed a public-facing map showing past and planned helicopter larvicide and fogging truck treatments that went live in June 2023.
- Partnered with Pinellas Hope to work with residents on bicycle and pedestrian safety.
- Added 7.2 miles of sidewalk and multipurpose trail to enhance pedestrian and bicycle safety.
- Increased response to online rental scams aimed at residents – initiated a proactive program to identify and remove fraudulent online rental ads targeting the Pinellas housing market. In the first year, department investigations identified over 200 fraudulent advertisements which were flagged and removed from online sites to prevent victimization.
- Installed Mobi-mats at Fred Howard and Sand Key Parks to assist ADA access.
- Completed the preparation of ordinance provisions for Anchoring Limitation Areas and the creation of two such designated areas, one in Mandalay Channel and the second just south of the Belleair Causeway. The regulation limits the number of days boats can anchor to 45 day and will be another tool to manage abandoned, derelict and live-aboard vessels.



Environmental Stewardship:

- Coordinated Duke Energy Rebate Program incentives for estimated \$20,000 in equipment replacements incentives in the past year.
- Performed Energy Building Audit for Courthouse Complex. Evaluating potential energy reduction projects and incentives with Duke Energy.
- Coordinating Potential Streetlight LED conversion project which could yield \$200,000/year savings back to streetlight districts.
- Finalized Resilient Pinellas plan and started Department advancement of first plan Action Items.
- Implemented County Enterprise-wide Asset Risk Framework. Working with Department to build data for Asset Risk Models.
- Compiled first Baseline of Countywide Operations Water Consumption and targeting conservation strategies.
- Retained American Public Works Association (APWA) Accreditation in January 2023.
- Received American Public Works Association (APWA) Accreditation for Solid Waste.
- Created processes to list and sell Renewable Energy Credits on the open market. This is a new revenue source that yielded \$450K in revenue in 2022 and should continue to provide approximately \$250K/year going forward.
- Incineration of Electronics: staff successfully planned and implemented communications to cease the collection and recycling of household generated electronics waste. In addition to this program change being the 'right' choice, it also reduces costs by \$300K per year. The Household Electronics and Chemical Collection Center will be rebranded to Household Hazardous Waste.
- Attained Bee City/County USA Designation.
- Planted 400 pine trees (2 acres) and 15,000 sea oats (1 acre) at Fort De Soto Park and installed a message board at the Fort De Soto entrance to assist customers with park notifications.
- Finalized multi-year rate study for FY24-27 for water, sewer, and reclaimed water rates. Presented recommendations and public outreach plans.
- Began implementation of the Private Sewer Laterals Program Initiative.
- Began implementation of the Advanced Metering Infrastructure (AMI) project. Issued the Notice to Proceed with initial focus on metering reclaimed water.
- Installed 700 linear feet of offshore oyster reef habitat at Philippe Park under phase 3 of the Living Shoreline project and included ~1,100 hours of volunteer participation. The new oyster reef provides wildlife habitat, protects the shoreline, and will improve the water quality in Old Tampa Bay.
- Engaged with parents and children to plant 10 buttonwood trees as part of Take Your Kids to Work Day.
- First release of the biological control for the Brazilian Peppertree in Pinellas County is scheduled to be complete by the end of FY23.
- Planted 250 trees to enhance green spaces, improve air quality, and support local biodiversity.
- 23 community pond projects are scheduled for FY23 through the Adopt-A-Pond program.
- Continue to work with the U.S. Army Corps of Engineers (ACE) for approvals for nourishment projects and easement review.
- Post-Idalia, we started emergency dune construction in areas severely eroded and made worst by the hurricane. We notified ACE and are seeking funding assistance.
- Working with all Departments to incorporate sustainability and resiliency in their everyday Work Plans.



Economic Growth and Community Vitality:

- PIE added two new commercial airlines, Sun Country and Swoop.
- Exceeded 2.4M passengers in 2022, the highest in PIE's history.
- Airport completed the new cell phone lot restrooms.
- Airport installed a new gate management system for air carrier utilization.
- Successful implementation of two rounds of Employment Sites Employment program - \$20.0M in conditional approvals.
- Awarded over \$439,860 in workforce training grants for Pinellas companies leading to 1,382 jobs created/retained.
- 100% retention or replacement of 230 Small Business Enterprise vendors whose registration expired.
- Processed Industrial Development Revenue Bonds for up to \$10.0M for Oldsmar manufacturing company OL Products.
- Updated and adopted PLANPinellas Comprehensive Plan.
- Developed Implementation Actions for Manufactured Housing Strategy.
- Administered the AHD program (all funding sources) to award and fund eligible projects with 5 affordable developments have been completed in 2022, providing 223 new homes to residents, with another 5 projects with 755 units currently approved or under construction.
- Adopted the Housing Compact following adoption by the five partners: Forward Pinellas, St. Petersburg, Clearwater, Largo, and Pinellas Park.
- Prepared the Downtown Palm Harbor Streetscape and Parking Plan.
- Developed Manufactured Home Community implementation strategies.
- New Elite Event Funding Guidelines/Process resulting in \$1.5 million in grant funds being distributed to 31 events.
- Produced and distributed the second season of Life's Rewards, which comes on the heels of Season One. Those episodes produced over 1 billion impressions, 2.9 million minutes of watch time and \$20.2 million in advertising value.
- 17 feature films shot in FY22, generating a local spend of \$8,835,000 and 2,500 room nights while hiring 600 local citizens.
- Meetings team has booked 397 conferences generating 148,794 room nights and direct spending of \$136 million for the county.
- Sports & Events has booked 104 events for the county bring over 592,000 visitors, spending over \$100 million in the community and generating 149,470 room nights.
- Developed a Public Works-specific consolidated pay item list and Project Cost Estimation Tools to track market conditions and improve project cost estimating.

- Completed the Lake Shore Estates Roadway and Drainage Improvements Phase 2, North Highland Ave Drainage and Roadway Improvements, South Myrtle Ave Drainage Improvements, Curlew Creek Channel D Bank Stabilization, Sutherland Bayou Boat Ramp Driveway Improvements Phase 1, Brooker Creek Boardwalk Rehab, Boardwalk rehab at Wall Springs and Sawgrass Lake Parks, and Philippe Park North Bayshore Loop Improvements.
- Verified and improved the County's Community Rating System from a Class 3 rating to a Class 2 rating which saves NIFP policyholders 40% in premium costs for over \$9.0M countywide.
- Received an additional \$5.2 million in grant funding through the Florida Division of Emergency Management for mast arm hardening at nine intersections.
- Nine traffic signal cabinets wrapped in art designed by local artists through a partnership with Creative Pinellas as part of the County's Graffiti Abatement Program.
- Approximately 155 lane miles are scheduled for resurfacing in FY23.
- Completed approximately 14 miles of sidewalk repairs as part of the level of service improvement program.
- The 2023 Homes for Pinellas Summit was held on April 28, 2023, with more than 160 attendees. The Summit moved beyond local government policy to ways private industry and nonprofits work together to produce more housing choices with the presentation of the Housing Action Plan. This was the second summit, and more are planned to occur every other year in Pinellas County.
- A groundbreaking ceremony for Valor Preserve in Seminole with Pinellas County, Norstar Development USA, the Pinellas County Housing Authority, and other partners. The development will offer 64 affordable units, with half set aside for people with disabilities and a preference to veteran applicants.
- The commencement of construction of Seminole Square, a 96-unit apartment building. Seminole Square will offer 1- and 2-bedroom apartments for individuals and families with incomes ranging from 30 to 80 percent of the area's median.
- The Board granted conditional approval in May for an additional 307 affordable units across four projects: Skyway Lofts 2; Burlington Post 2; Lealman Heights; and Heritage Oaks in Rainbow Village.
- Completed ARPA Playground Replacement plan and commenced design on the first project slated for John Taylor Park.
- Installed new playground at Ray Neri Park 46th St. entrance.



Infrastructure and Efficiencies:

- Hired a firm to assist with design of an electric vehicle (EV) charging infrastructure for Fleet Management.
- Fully implemented the Grainger Keep Stock program for efficiency in Facilities operations.
- Completed implementation of GPS system.
- Completed Public Safety Campus fuel site design.
- Decommissioned four fuel sites.
- Completed implementation of Open Gov Procurement software.
- Launched Permitting 24/7 and Digital Plan Review (ePermit Hub). All permits are filed electronically and reviewed simultaneously by staff. All building, right of way utilization and habitat permits are now paperless.
- Full roll-out of Project Management program managing site plans, early assistance program, updated petition to vacate process. Development Review Committee (DRC) Process Updates have delivered predictability to the site plan process with defined review periods, empowered staff to participate as DRC members, and prominently features the Project Management team managing site plans with the goal of reducing the number of review cycles and the overall approval timeline.
- Planning overhauled outdated “telephone tree” system with a goal of all calls being answered by a subject matter expert. The new system allows the department to collect data and monitor operations in real time.
- First batch of Land Development Codes updated with a focus on flexibilities and predictability.
- Completed the Stormwater Manual peer review identifying a list of recommended changes to address flexibilities, incentives, and technical updates. These changes will translate into changes to the Manual as well as the Land Development Code.
- As part of this process, staff is re-engineering how inspection is completed to maximize multi-licensed inspectors. This approach is eliminating site visits and creating internal efficiencies by having one inspector complete the review in areas where two inspectors were needed. The second phase of virtual inspections is currently underway and is scheduled to go live by the end of the year.
- Code Enforcement successfully foreclosed on its first ever property lien mitigating a long standing blighted and unsafe residential property. All hard costs were recovered, and all surplus funds were collected by the heirs of the property owner.
- BDRS on-call services contract has been awarded and is intended to address peak/surge work periods when capacity of the department is exceeded. The vendors are receiving the appropriate training as they begin to be activated.
- Introduced the Building Officials Roundtable, a series of networking events for County and municipal building officials.
- Implemented licensing and renewal fee changes required by HB735.
- Contractor Licensing 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.
- Improved registration process for state-certified contractors; registered 965 new state contractors, an increase of 8.4% over same period last year; 10.5% of state certified contractors are from out-of-state (up from 10% over same period last year).
- Improved application process for new contractors, reducing the number of days from application received to committee meeting date from 74 days (FY21) to 57 days (FY22) to 26 days in FY23. This is part of our goal to get new applicants approved faster to be eligible to schedule their trade and business law exams required for licensure.

- Improved intake process for contractor Change of Status applications, reduced processing time from 71 days (FY21) to 48 days (FY22) to 23 days (FY23 to 5/31). Once licensed, a contractor must submit a “Change of Status” application to register to do business under a business name. Our goal is to get contractors (and keep contractors) working in Pinellas County.
- Implemented License Plate Recognition Software for parking enforcement and went live with the Park Mobile app for Ft. DeSoto.
- Awarded a \$25,000 grant for Heritage Village Virtual Rendering of Historic Resources and completed new concrete pathways at Heritage Village.
- Prepared ReDiscovery software for the web for Heritage Village’s publicly searchable database; digitization of maps and photographs, creation of item level records, 200 rare book records, Turner Collection records, 500 General Photograph Collection records.
- Completed renovation of Ochs 4-H facility to expand education and training opportunities.

Unincorporated County (Mid, South, and North County):

- The creation of the Downtown Palm Harbor Advisory Group has created a strong foundation for collaboration between the County, the Downtown Palm Harbor Merchant Association, Greater Palm Harbor Chamber of Commerce, and the Palm Harbor Community Service Agency. Leveraging the Downtown Palm Harbor Master Plan, Form Based Code and the recently approved Streetscape Action Plan has allowed this group to begin creating solutions to support the long-term economic growth of the downtown area. For example, the branded receptacles installed with MSTU dollars are being maintained by the Merchants and the Chamber. The group continues to work on other solutions such as streetlighting for the downtown and establishing a sustainable framework for special events.
- The FY24 Workplan for the Lealman Community Redevelopment Area (CRA) reflects a variety of grant programs intended to support residential and commercial improvements as well as increasing the number of available affordable homes through the partnership with Habitat. Fifteen homes were developed in the first year with Habitat. The gateway and wayfinding signage project is being completed this year assisting residents and visitors.
- The promotional and special events initiative in the CRA Workplan led to the formation of the Lealman Engagement Committee. This committee is made up of Lealman residents, community leaders and county staff. We were able to host the first Annual Christmas Tree Lighting Ceremony, Honey & Arts Festival, and the Independence Day Celebration. All three events were well attended and appreciated by our residents. Because of these events, thousands of residents and first-time visitors came to enjoy and celebrate at two beautiful parks in Lealman. For many of the attendants, visiting Lealman Park and Ray Neri Community Park was a delightful first experience. Planning is underway to make these events even greater as we continue our collective efforts to celebrate Lealman.
- Completed a successful first year of the public-private partnership with St. Petersburg Foundation. Under this partnership, the St. Petersburg Foundation assumed full management of the Lealman Exchange facility and began the process to activate a collective impact coalition of service providers at the Exchange. They enhanced tenant experience, expanded facility use, attracted new funding partners, launched bi-weekly newsletter (Lealman Voice) and activated the website www.lealmanexchange.org to increase communication with the community about the services provided at the Exchange.
- Finishing design for the community parks identified in the High Point and Dansville Community Plan. Both projects are scheduled to begin construction in 2024.
- Worked with legislative sponsors to dissolve the Greater Seminole Recreation District. Met with sports user groups to build support for a unified approach across Seminole Junior Warhawks, Seminole Youth Athletic Association and Cross Bayou Little league properties through a municipal services tax recreation district to be established in 2024.



Partnerships:

- Negotiated with St. Petersburg and the Tampa Bay Rays to develop terms for an agreement to keep the team in St. Petersburg and invest \$6 billion in development that addresses long-standing community issues, creates affordable housing, and drives economic output that includes jobs, tourism, and new tax revenues.
- Repealed the former Pinellas County Economic Development Council, an ineffective organization of 100 members, and created a dynamic, industry-led organization, the One Pinellas Business Alliance, to provide actionable guidance on workforce, redevelopment, and economic development issues.
- First Joint Meeting with Pinellas, Hillsborough and Pasco Counties discussing regional issues.
- Created a communication plan and dedicated training in support of the Homes for Pinellas housing summit.
- Reenergized Pinellas Citizen University.
- Developed and distributed Hurricane Ian After Action Report.
- Implementing corrective actions from Hurricane Ian Improvement Plan.
- Hosted annual Hurricane Preparedness event with Largo Fire with over 500 attendees.
- Developed the 2023 Hurricane Guide and expanding our relationship with Pinellas County Schools for curriculum development across various grades.
- Conducted a Regional Risk Messaging workshop with the National Weather Service, surrounding County Emergency Management, Communications, and social science partners.
- Added Spanish language to Ready Pinellas App.
- Updated the Special Needs registrants through a call down and mail out.
- Increased active licenses to 206,521 for a 41.0% compliance rate among pet owners.
- Maintained the Live Release Rate through FY23 to-date: Cats 78.0% Dogs 84.0% Total 81.0%.
- Animal Services works with 117 rescue organizations.
- Assisted 217 cats and 130 dogs belonging to 313 families through the Animal Welfare Trust Fund voucher program.
- Sterilized 877 cats through the Florida Animal Friend Grant funding.
- Provided nine dog houses to citizens through Community Outreach Program to improve animal welfare.
- Began implementation of Unincorporated Seminole Youth Sports Masterplan.



Quality Workforce:

Automated the following processes:

- Hire above minimum requests.
- Reclassification request.
- Adding new positions.
- Deleting Positions.
- Special Merit Requests less than 4% or greater than 10%.
- Promotional Requests (under 4% or above 10%).
- Double Encumbering Positions.
- Temporary Staffing Extensions.
- Exit interview request and reporting.
- Remote work requests and reporting
- Performance Evaluation.
- Department Recognition Programs.

Worked with Departments to establish Certification Pay Guidelines.

- Created a performance evaluation system with input from supervisors and employees.
- Developed a Cultural Advisory Committee whose primary goal is to celebrate diversity and assist employee in feeling included.

Developed training programs.

- Will provide training in relationship building, personnel rules and discipline for 400 current supervisors.
- Training will include development of performance evaluation criteria.
- New program is being developed for newly hired supervisors to receive training within the first three weeks of employment.
- Worked with Departments to Create and Implement Career Ladder Path/Ladder Programs.
- Thus far in FY23, Departments had 180 employees complete the Career Ladder/Path program.

I would like to extend my appreciation for the amazing accomplishments completed by our Team. One of the best parts of my job is getting to work with employees that are ambitious and knowledgeable while remaining kind, empathetic, and helpful to our citizens. I am honored to be working and learning from every employee.

I would also like to thank you, the Board of County Commissioners, the Public, Constitutional Officers, Appointing Authorities, and all our Partners, we could not accomplish this alone.

2023 Highlights of Employee/Community Involvement

Employee Appreciation Picnic



Resiliency and Sustainability Summit



Homes for Pinellas Housing Summit



Honey and Arts Festival



Joint Tri-County Meeting



St. Pete EDC Annual Meeting



Upper Tampa Bay Chamber



Pinellas Citizen University

Tampa Bay Beaches Annual Dinner

City Managers Monthly Meetings

Administrators Meetings

CNCN Meetings

Incubator ARK Innovation Center Ceremony

Employee Forums

Big C Meetings



2023 Highlights of Grants Awarded

\$86.2 MILLION

Duke Energy Foundation Grants

Florida Housing Grants

Housing and Urban Development Grants

Federal Aviation Grants

Florida Sports Foundation Grants

Health and Human Services Grants

Department of Justice Grants

Emergency Management Grants

Economic Opportunity Grants

Transportation Grants

Environmental Protection Grants

South Florida Water Management District Grants

