

EMPLOYEE FOCUS

June 2020

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A Publication of the Employee Communication Committee
Susan Rasmussen, Editor



Employee of the Month
April 2020
Cavin Ross

On a daily basis, Cavin Ross goes above and beyond the call of duty to ensure the community of South Lake Tahoe has reliable wastewater service. Known as the workhorse of Underground Repair Sewer, Cavin is always willing to lend a hand and work until the job is done. Cavin is a quick learner and incredibly efficient and effective at his job.

One recent example of Cavin's exemplary work ethic was when he responded to an after-hours call-out to a smart cover alarm, at the inverted siphon manhole on the golf-course. When Cavin arrived, he not only de-ragged the channel, but took the extra step to check both upstream and downstream manholes to ensure they were functioning properly. Upon returning to the plant, he was able to confidently report that the issue had been addressed, thus preventing future sewer spills and alleviating concerns with the blockage. By taking the extra initiative, Cavin ensured our system was functioning properly.

Cavin is also eager and able to learn new skills. He picked up working on the camera truck quickly and is already training the newest employees on the various features. Not only is he proficient with the equipment, he is always coming up with good ideas to make it more applicable. Just recently Inspections was having a hard time bugging the laterals on Al Tahoe and, using the sewer truck, Cavin was able to locate the laterals while also finding excessive trash in the line. Without hesitation or direction, Cavin swapped out the camera truck for the hydro and had it cleaned out immediately.

Cavin is extremely dedicated to the job. He is always thinking ahead to the next step, and is a great team player. During these uncertain times due to COVID-19, Cavin's ability to work proficiently and capably allows his team to get an incredible amount of work done. He is always willing to come in and help with anything from water leaks to sewer work. Since Cavin was hired, his team could not ask for anything more... even if he sometimes drops trees in undesirable locations!

Congratulations Cavin!

Happy Summer

"There shall be eternal summer in the grateful heart."

~Celia Thaxter



Recruitments

URW I/II – Limited Term

Barrett's transfer to the Limited Term Meter Service Tech position opened a position in the Underground Repair Water Department. This position was posted as a limited term one as the MOU allows employees to transfer back to their prior position at the conclusion of the limited term. The application period for this position closed March 23. As a result of the Coronavirus outbreak, we have decided to put this recruitment on hold until further notice. More information to come.

Maintenance Mech I/II

Prior to the pandemic, the District was looking at starting the recruitment for this upcoming vacancy. Stay tuned for more information.

Summer Lab Intern

The lab is hiring for a summer intern. The duration of the internship will be three months. Interested candidates should submit a letter of interest and resume to: lkauffman@stpud.dst.ca.us. The deadline for submittals is June 9th.

Employee Assistance Program

Don't forget all employees and their dependents are eligible to use this program. Being mindful of your mental health during the COVID-19 outbreak is important. If you need to get a grasp on your anxiety or need to find ways to connect during this time, the EAP could help. You can call 24-hours a day, seven days a week: 1-800-242 -6220 or visit members.mhn.com and use the company code STPUD.

Benefits Information

Open Enrollment for Deferred Comp

During June you can make changes that will become effective with the first pay day in July. Please get your elections form to HR by June 30th. The Deferred Comp Election Change forms can be found on the public drive in the HR folder under FORMS. You can also contact Liz to obtain a form. Completed forms can be emailed to Liz.

Benefits Online Access

Anthem Blue Cross: www.anthem.com/ca

MedImpact: www.medimpact.com/jpia

CDS Group Health:

www.cdsgrouphhealth.com

Vision Service Plan: www.vsp.com

CalPERS: www.calpers.ca.gov

Retirement Health Savings Plan:

www.icmarc.org

Employee Assistance Program (to request services): www.members.mhn.com

Deferred Compensation Plan:

www.empower-retirement.com

In Memorium

The District was saddened to lose Director Jim Jones, a tremendous asset for the District and a passionate supporter of our mission and our staff. He served on our Board for over 39 years, nearly continuously, since 1977. Jim was a tireless advocate for funding and implementing instrumental projects and programs to the benefit of our community. Jim's vision has guided our agency into what it is today and will continue to protect the health and safety of our community and our environment for decades to come. He was honored for his public service, and his interesting, valuable, and productive life, at the May 21 Board Meeting. Jim was 77.

—Milestones—

Birthdays

Debbie Noorda	June 3
Ronnie Williams	June 11
Randy Vogelgesang	June 12
Jay Alsbury	June 15
Scott Glaze	June 15
Jim Hilton	June 19
Chris Stanley	June 22
Kevin Uribe	June 25
Jessica Henderson	June 26
Cuz Cullen	June 29

Anniversaries

Jason Hudak	2 years
Antony Schinzing	2 years
Matt Weiser	2 years
Jason Paul	2 years
Shelly Thomsen	3 years
Larry McDonough	10 years
Francisco Avina	11 years
Bill Otto	13 years
Julie Ryan	14 years
Theresa Sherman	15 years
Debbie Henderson	26 years
Kyle Schrauben	30 years
Delores Trebotich	41 years

Congratulations Graduates

- Liberty Trella, STMS
- Katherine Dolan, STHS
- Dean Kallas, STHS
- Travis Lee, STHS
- Alec MacLean, STHS
- Bailey Garon, AA LTCC
- Samantha Kallas, AA LTCC
- Chelsea Bartlett, RN WNC
- Madison Guttry, Elon University, Juris
Doctorate
- Kasey Williams, Lincoln Memorial
University, MS Biomedical Science

Dates and Events

- 6/4 — Board of Directors Meeting
- 6/14 — Flag Day
- 6/21 — Father's Day
- 6/18 — Board of Directors Meeting
- 6/20 — Summer Solstice
- 6/30 — Employee/Crew of the Year
Ballots Due

June is National Safety Month and
National Fresh Fruit and Vegetable Month!

Kudos

Congratulations to Shelly Thomsen and Brent Goligoski who were just recognized by the Tahoe Chamber as this year's 40 Under 40 honorees. The 40 Under 40 program highlights and honors the South Shore's brightest young community leaders based on their professional achievements, volunteer activities, leadership characteristics, and advocacy efforts.

After soliciting nominations through social media and the Chamber website, nominees were asked to complete a questionnaire about their involvement in the community. These questionnaires were then reviewed by the Tahoe Chamber's Ambassadors to weigh and score nominees based on the four criteria of the program: professional achievements, volunteer activities, leadership characteristics, and advocacy efforts.

We are so proud to have not just one, but two of our own recognized by the Chamber this year... well done! Shelly, Brent - Thanks for all you are doing for the District and for our community.

Bike Challenge

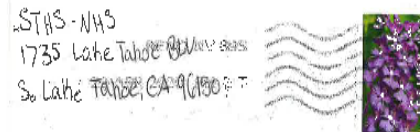
The annual bike challenge created by TRPA begins on June 1. This is a free, basin-wide competition to see which team can ride the most and is 100% for fun which prizes!

To sign up go to: <https://www.lovetoride.net/tahoe> which has instructions on how to log rides (whether for commuting, transportation, fun/fitness, rides with kids, and you can even track indoor rides).


Once registered, sign up for the STPUD team called "I'm with STPUD" or join/create another one with friends or family.

If you are interested, have any questions, or are generally super-stoked and want to talk about it, reach out to our Environmental Educator, Michael Burley (mburley@stpud.us.) Mike can invite you to our team if you are having any trouble.

This was a very nice note the District received from a South Tahoe High School student:



STHS-NHS
1735 Lake Tahoe Blvd
South Lake Tahoe, CA 96150



South Tahoe Public Utility District
1275 Meadow Crest Drive
South Lake Tahoe, CA. 96150

Dear STPUD,

Thank you for your services during this pandemic. Thank you for providing us with clean drinking water, proper sewage collection, and protecting Tahoe's beautiful environment. Wishing your health for the community's health is amazing and we are all so grateful for your sacrifice. I am a member of South Tahoe High's National Honor Society chapter and I wanted to

Thank you personally and on behalf of everyone at STHS for your services. We are truly grateful!

Sincerely,

Malia Lyons

SOUTH TAHOE PUBLIC UTILITY DISTRICT CELEBRATING EMPLOYEES' YEARS OF SERVICE

From old-timers to newcomers, we've got all bases covered.

Here's a look at how long the District team has been together (as of June 30, 2020).

41-45 Years

Trebotich, Delores – Lab

36-40 Years

Moraida, Chris – Pumps
Dolan, Pat – Purchasing
Williams, Ronnie – Electric

31-35 Years

Trella, Phil – Operations
Lee, Jeff – Plant Operations
Alsbury, Jay – Heavy Maint.

26-30 Years

Alsbury, Mary – Info. Technology
Stanley, Chris – Field Operations
Schrauben, Kyle – Heavy Maint.
Nurock, Doug – Operations
Bartlett, Cliff – Equip. Repair
Hussmann, Nancy – H.R
VanGorden, Doug – U/R Sewer
Thiel, John – Administration
Cuevas, Simon – U/R Water
Henderson, Debbie – Accounting

21-25 Years

Chernago, Brian – Lab
Arce, Dan – Lab
Rasmussen, Susan – Finance
Cuevas, Benito – U/R Water
Prieto, Tony – U/R Water
Weare, Larry – U/R Sewer
Lynch, Larry – Heavy Maint.
MacLean, Rod – Operations
Ivo Bergsohn – Engineering
Rivera, George – Operations
Hernandez, Lazaro – U/R Water
Mangiaracina, Mario – Ops

16-20 Years

Baugh, Heidi – Purchasing
Smith, Greg – Pumps
Cullen, Cuz – Inspections
Nolan, Lynn – Grants
Rutherford, Jeremy – Pumps
Sherman, Theresa – Accounting

11-15 Years

Daniel, Colin – Heavy Maintenance
Maro, Mike – Equip. Repair
Kosciolek, Linda – Cust. Service
Butz, Garth – Engineering
Parr, Keith – Operations
Chatham, Jason – U/R Sewer
Mendoza, Matthew – Engineering
Chieffo, Mike – Pumps
Siano, Chris – Operations
Ryan, Julie – Engineering
Skelly, Chris – Info. Technology
Allgor, Jay – U/R Sewer
Buckman, Aaron – Operations
Otto, Bill – Inspections
Avina, Francisco – U/R Water
Ruiz, Jose – Operations
Hughes, Paul – Finance
Sheridan, John – Operations
Aschenbach, Jared – Electric

5-10 Years

Bledsoe, Tim – Customer Service
Henderson, Jessica – Cust. Service
McDonough, Larry – Inspections
Idell, Chuck – Heavy Maintenance
Czapla, Aneta – Operations
Goralski, Ron – Pumps
Noorda, Debbie – Accounting
Truscott, Bill – Operations
Bartlett, Brian – Info. Technology
Jones, Richard "I.V." – U/R Sewer
Garon, Kim – Accounting
Kauffman, Liz – H.R.
Cotulla, Shannon – Engineering
Guttry, Melonie – Administration
Marquez, Juan – U/R Sewer
McLelland, Buck – Pumps
Glaze, Jason – Alpine County
Hilton, Jim – Alpine County
Smith, Tommy – Pumps
Lee, Ryan – Cust. Service
Coolidge, Trevor – Engineering

Less Than 5 Years

Caswell, Steve – Engineering
Abbondandolo, Frank – U/R Water
Dorman, Andrew – UR Water

Sharp, Marla -- Administration
Goligoski, Brent – Engineering
Brand, Jason – Engineering
Cole, Ross – Inspections
Caswell, Steve – Engineering
Verduzco, Perris – Operations
Glaze, Star – Engineering
Tomer, Jimi – Heavy Maintenance
Burghard, Barrett – Inspections
Franco, Erika – Customer Service
Rohrbaugh, Jon – Electric
Baginski, Cole – Operations
Boyle, Bren – Info. Technology
Glaze, Scott – Equip. Repair
Gregorich, Anthony – Alpine County
Lew, Micah – Electric
Phillips, Justin – Operations
Thomsen, Shelly – Public Affairs/Water Cons.
Fay, Tom – UR Sewer
Kelly, Jim – Engineering
Paul, Jason – UR Sewer
Weiser, Matt – UR Sewer
Schinzing, Antony – Pumps
Hudak, Jason – UR Water
Kortge, Sierra – Lab
Conti, Joseph – Pumps
Lieberman, Michel – Lab
Uribe, Kevin – Lab
Vasquez, Hector – UR Water
Lucero, Sara – Customer Service
Ross, Cavin – UR Sewer
White, Casey – UR Water
Blasser, Raina – Grants
Maples, Kim – Customer Service
Kallas, Steve – Pumps
Pohachoff, Nicholas – UR Sewer
Combes, Adrian – Engineering

Employees' Years of Service

The average number of employment years is 12.20 and the average employee age is 49!

Mimecast vs. Phishing

Thank you for your continued efforts to keep the District safe by phishing questionable emails. Many harmful senders have been identified due to your reported phishing emails!

While we encourage you to report any email that looks unfamiliar or makes you uneasy, we have seen an uptick in the number of people reporting the **Postmaster Mimecast “On Hold”** messages. Please do not use the Phishing Button when you come across one of these messages, as they are system generated and not harmful. If you see one of these messages in your inbox, you have three options:

Release: This option releases the message to your inbox that is being held.

Block: This option will block the sender from sending you messages in the future.

Permit: This option will allow all future messages from this sender.

Here is an example of the Postmaster On Hold notification:

[Postmaster] Messages on hold for bborley@stpud.dst.ca.us

mimecast@stpud.dst.ca.us

Sent: Mon 5/11/2020 9:12 AM

To: Brenlyn Borley

The following messages, addressed to you, are currently on hold within the **Mimecast** service awaiting further action.

For further instructions on how to use the links associated with each email, please review the following points:

Release: This will release the current email On Hold to your Inbox, but future emails from this sender will still be placed On Hold

Block: Rejects the email, and adds the sender's address to your personal Block list to block future emails from this sender

Permit: Delivers the email to your Inbox, and adds the sender's address to your personal Permit list, so future emails are not put On Hold (for SPAM management policies only)

For more information on the **Mimecast** digest, please refer to this [article](#)

From	Subject	Date	Reason	Release	Block	Allow
customersuccess@laserfiche.com	How likely are you to recommend Laserfiche?	2020-05-11 10:39	Spam Policy	Release	Block	Permit

You can access Mimecast from the link on the Mainline home page by clicking on the Mimecast images. There is also a link to Mimecast documentation just on the image. This will take you to the IT page where you will find the following documentation to help you navigate through Mimecast:

[Quick Start Guide](#)

[Large Attachments](#)

[Searching the Archive](#)

[Manage Senders](#)

As always, please do not hesitate to reach out to IT if you have any questions or concerns.