

EMPLOYEE FOCUS

March 2021

A Publication of the Employee Communication Committee
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Employee of the Month
February 2021
Kim Garon

These past months have been challenging for the District dealing with COVID-19, but Kim Garon stands out as an example of someone who does exceptional work during difficult times. With the COVID remote work schedule, although remote work can create inefficiencies, Kim has thrived and has managed to be even more productive than usual. She keeps the grant funds flowing without missing critical deadlines, manages numerous grant details including proper follow-up for grant payments and keeps the department running efficiently, even from a distance. Kim has supported Finance through the lengthy Tyler implementation, first ever remote audit, and various other projects with precision and professionalism.

Kim is proactive at making certain things get done on time. Throughout the past year she has supported Human Resources while the Department has been down a person including during the pandemic. She recognizes the challenges HR has faced and steps in when support is needed most. Whether she's checking a spreadsheet, sending reminders for invoices or other tasks, she is always asking how she can help and does so in a way that doesn't criticize, but truly cares and supports the Department.

Kim is willing and eager to make adjustments in processes where necessary. She was recently asked to create new routing procedures for confidential legal counsel billing and she did so with enthusiasm and understanding. She comprehends how to be confidential and does so modestly and discreetly.

Kim has an outstanding attitude - she loves working at the District and it shows! Kim always has a smile on her face, a kind word to share and time for others no matter how busy she is. She is humble and doesn't seek out the spotlight. As an example; she recently came into the District Offices to drop off paperwork and brought treats for co-workers in the Admin Building. She is always looking to brighten someone's day even if it means anonymously leaving chocolate in their mailbox.

Overall, Kim has been an example of resilience, professionalism, kindness, service and integrity - exactly the attributes that make her the perfect choice for Employee of the Month!

"Changing to Daylight Saving Time on Sunday should always be followed by a national holiday on Monday."

~Internet meme



HR Happenings

by Liz Kauffman

Recruitments

Water Reuse Worker I/II

Joel Goligoski and Dustin Goralski started on February 22. We're very excited to have them!

Pump Station Operator

We posted this position due to the promotion of Mike Chieffo to Pump Station Lead. A candidate is currently in pre-employment.

Accounting Supervisor

Goodbye tension, hello pension! Theresa Sherman has officially submitted her retirement notice; her last day in the office is February 26. Greg Dupree was selected to fill this role. He comes to us from next door at Lake Tahoe Community College and officially started on February 22.

HR Analyst/Coordinator

The most exciting news of all (I may be biased) is that HR is looking for someone to join the District's HR team. Fifty-five applications were received by the deadline. Six candidates were interviewed on February 23. I know you all are dying to know who the successful candidate, so hang tight for announcement.

Open Enrollment for Deferred Comp

During February you can make changes that will become effective with the first pay day in April (April 6.) Please get your elections form to HR by March 26, 2021. The Deferred Comp Election Change forms are in the folder under FORMS. You can also contact HR to obtain a form. Completed forms should be submitted to HR. Additionally, employees can enroll in Deferred Comp after six months of employment. Reach out if you want to start saving for your retirement!

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.

Dates and Events

- 3/4 — Board of Directors Meeting
- 3/8 — International Women's Day
- 3/14 — Daylight Saving Time Begins
- 3/17 — St. Patrick's Day
- 3/18 — Board of Directors Meeting
- 3/20 — Spring Vernal Equinox

March is National Nutrition Month!

Here are some tips:

- Eat a variety of nutritious foods everyday (include healthful foods from all food groups, hydrate, take time to eat and avoid distractions.)
- Plan your meals each week (choose healthful recipes and use a grocery list for these healthful foods.)
- Learn skills to create healthy meals (keep healthful ingredients on hand, try new flavors, and share meals together as a family when possible.)

by Shelly Thomsen



Birthdays

Simon Cuevas	March 7
Mike Chieffo	March 8
Colin Daniel	March 10
Rod MacLean	March 14
Tim Bledsoe	March 16
Larry Weare	March 17
Larry McDonough	March 19
Benito Cuevas	March 21
Tom Fay	March 22
Trevor Coolidge	March 23
Matthew Weisner	March 28

Anniversaries

Adrian Combs	1 year
Aaron Zook	1 year
Brent Goligoski	5 years
Debbie Noorda	10 years
Jared Aschenbach	12 years
Larry Weare	24 years
Chris Stanley	31 years

Congratulations

Congratulation to Aaron Zook for obtaining his Professional Engineer's license for the State of California. It required several years of experience and passing three rigorous exams!

Welcome

Welcome to Joel Goligoski and Dustin Goralski to their water Re-use positions in Alpine County.

Also Welcome to Greg Dupree as the new Accounting Supervisor!

The District prides itself on running efficiently. We boast delicious Tahoe tap, have gone 26 years without violations of our waste discharge permit, and recycle 100% of our wastewater. In the last year, there has been a renewed effort to enhance efficiency with the formation of a staff-led System Efficiency Committee co-chaired by Shelly Thomsen and Ryan Lee, and a new Board of Directors System Efficiency and Sustainability Committee with Directors Exline and Romsos.

The goal of these efforts is to increase efficiency and sustainability, while maintaining the reliability of the District's systems. At the staff level, we have compiled an initial list of performance measures to track the ranges from electrical energy loss to greenhouse gases. If we are not tracking our efforts, how do we know if we are improving, right?

The next step is conducting a gap analysis to determine what data we are already collecting and what additional data and systems are needed. Eventually, we plan to report out on performance measures to inform and prioritize capital improvement and asset management projects.

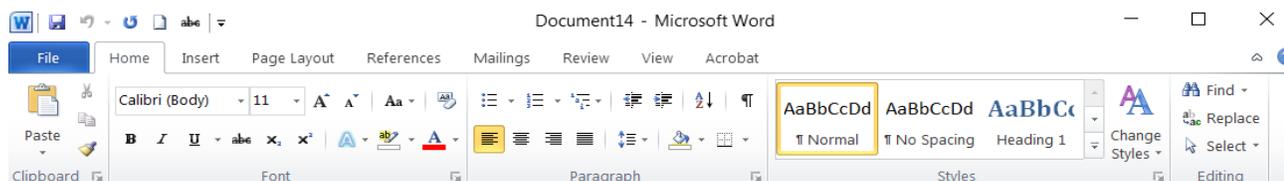
The Board Committee will be reviewing these efforts, as well as water conservation legislation and community outreach. This effort will transform the great ideas District staff has into reality—stay tuned.

Office 365

On February 18th the Board of Directors approved professional services for the Migration and Implementation Services for Microsoft Office 365. The project is scheduled to be completed June 2021. What does this mean for District users?

First off Word, Excel, and PowerPoint will have a new look and offer several new features. Training will be provided.

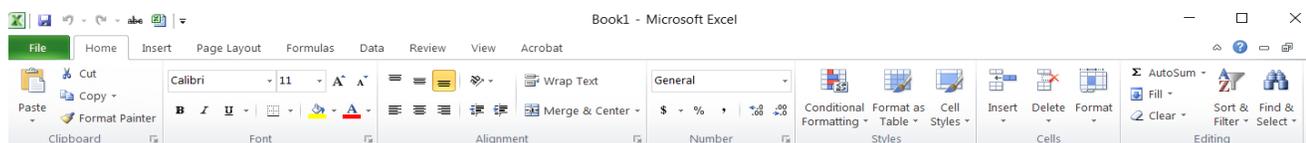
Word 2010



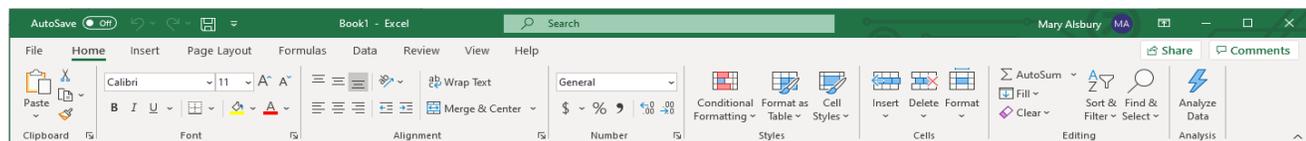
Word 365



Excel 2010



Excel 365



Included with Office 365 are productivity tools that provide users to work together on the same project with different collaboration needs and communication styles and security features. Here are just a few examples:

SharePoint Online - SharePoint Online serves as the platform for team and project-focused collaboration needs.

Teams - Teams is a digital hub for teamwork. It is a persistent chat-based workspace that incorporates all the bells and whistles of modern collaboration: chats, meetings, audio conferencing, web conferencing, and file sharing.

Office Online - Office Online is the cloud version of Microsoft Word, Excel, PowerPoint, OneNote, and Outlook. The apps allow users to create high-quality documents, simultaneously make changes to the documents with coauthors, and share these documents from a browser without the need for the desktop application.