

EMPLOYEE FOCUS

April 2021

A Publication of the Employee Communication Committee
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Employee of the Month

March 2021

Ryan Lee

If you have had the pleasure of working with Ryan Lee, you know that he is kind, competent, and a real team player. Prior to Ryan's nearly six years as a permanent employee at the District, he has worked in IT, Customer Service and Engineering. As such, Ryan has an in-depth knowledge of the District's internal operating systems, customer needs, and how to get things done.

As the new Asset Manager, Ryan has facilitated clearing the backlog of sewer CCTV coding so that the District has current data on the condition of all of our inspected sewer pipes. He has coordinated with IT and GIS to develop additional data collection methods for critical AM programs like valve and hydrant exercising and manhole inspections. Ryan has also been leading the charge on establishing new procedures for integrating GIS data with our Maintenance Connection CMMS so that all asset information will be current and updated on a regular basis. This task has not been done in over four years, so it will be a welcome improvement to everyone who uses Maintenance Connection.

Ryan continues to be successful in moving several important programs forward despite having to overcome the challenges COVID-19 has brought to his role. These include working remotely while keeping track of crew member schedules to make sure he knows when certain people will be available. Ryan has taken the challenges related to COVID-19 in stride and always has a can do attitude around his work.

Ryan's dedication to the success of the District and its staff is also reflected by his commitment to the Customer Service's Utility Billing System migration to Tyler Utility Management. Ryan was a clear choice when the ERP Replacement Project team was selecting an internal project manager based on his experience, knowledge of customer service policies and procedures, and his high technical skills. Soon after he was chosen as the project manager, he pursued his move to the Engineering department. However, instead of just reassigning his duties as project manager to another employee, he worked with both Engineering and Customer Service in order to see this migration through to completion as the project manager while still in his new role in Engineering.

Never one to shy away from a new project, Ryan also just helped launch the System Efficiency Committee and will be instrumental in the newly formed System Efficiency and Sustainability Board Committee. Ryan's knowledge of system operations, connection with field staff, and innovative spirit makes him the perfect fit to help lead these efforts.

Whatever Department Ryan works for, he gives it his all. His understanding of the big picture issues at the District, attention to detail, and can do attitude enables Ryan to be incredibly effective at creating and improving programs at the District. To say that we are lucky to have him on our team, is an understatement. Thank you Ryan for your continued dedication.

*"Spring forever appears
the soothing music part
of lyrics unspoken.
It thaws the frozen fears,
mends the wounded
heart that Winter has
broken."*

~Aarno Davidson



H.R. Happenings

by Liz Kauffman

Recruitments

Pump Station Operator

Joe Stumph, who was selected to fill the Pump Station Operator position created by Mike Chief-fo's promotion, officially started in the Pumps Department on March 18th. Welcome Joe!

HR Analyst/Coordinator

HR is alive and kicking again! Dana Lincoln officially started in HR on March 22nd. She comes to the District from Lake Tahoe Unified School District where she spent the last four years working in the HR Department as a Classified Personnel Specialist and Benefits Coordinator. Please stop by and introduce yourself.

Accounting Tech

Erika Franco will be filling the Accounting Technician position after Debbie Noorda sails off into retirement and will officially assume the position on May 4th. Erika brings experience from her time as the Payroll Specialist at LTCC, along with extensive bookkeeping experience. Congratulations Erika!

Customer Service Reps

The Limited Term Customer Service Rep position was posted on February 24th, and more than 60 applications were received. With Erika's departure from the department, we will be hoping to fill these two positions. Interviews are being held on April 13th.

PT Lab Aide

Dan and the gang are looking for a PT Lab Aide. With Kevin's promotion to a Lab Tech earlier this year, this great opportunity opened up. The posting closed on March 29th, so look for more information to come.

Open Enrollment for Deferred Comp

During April you can make changes that will become effective with the first pay day in May. Please get your elections form to HR by May 4. The Deferred Comp Election Change forms folder is 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

- 4/1 — April Fool's Day
- 4/1 — Board of Directors Meeting
- 4/4 — Easter Sunday
- 4/15 — Tax Day
- 4/15 — Board of Directors Meeting
- 4/21 — Admin. Professionals Day
- 4/22 — Earth Day
- 4/30 — National Arbor Day

April is National Garden Month!

Birthdays

Marla Sharp	April 2
Aaron Zook	April 4
Greg Dupree	April 5
Richard "IV" Jones	April 11
Star Glaze	April 17
Anthony Gregorich	April 17
Juan Marquez	April 18
Justin Phillips	April 22
Steve Caswell	April 23
Linda Kosciolk	April 24

Anniversaries

Sara Lucero	2 years
Hector Vasquez	2 years
Perris Verduzco	5 years
Jason Brand	5 years
Ross Cole	5 years
Ryan Lee	6 years
Tommy Smith	6 years
Chris Skelly	14 years
Mike Chieffo	15 years
Matt Mendoza	15 years
Cuz Cullen	19 years
Jeff Lee	34 years

Welcome

Welcome new employees Joe Stumph (Pump Station Operator) and Dana Lincoln (HR Analyst/Coordinator).

Congratulations

Congratulations to Erika Franco who was the successful candidate for the Accounting Technician position.

In Memorial

It is with deep sympathy that the District shares the passing of Paul Carrion at age 72. Paul was our former Equipment Repair Supervisor who worked at the District from 1977 to 2011 and is most remembered for being a prankster, jokester, and a pillar of the lower shops.

As a Union Shop Steward, he was well respected and always available to talk through problems and help out. He liked stirring the pot, especially when trash talking during District softball games between the California Browns and Hell of It.

On the weekends you could find him revving up his Harley, racing dunes on his VW sand rail, or boating/fishing out at Lakes Almanor and Havasu.

Paul passed away at home from lung cancer on Sunday, March 28, and was surrounded by his family. He was a well-loved member of the District family and will be greatly missed.



EASY and IMPORTANT ways to make yourself a smaller identity theft target TODAY!

Your information is valuable! Hackers are constantly searching for your details so they can exploit you or sell it to people who will. Not all exploits are small, like targeting you for advertisements. Some open accounts in your name and can steal your life savings! Here are some tips:

1. Install Antivirus on your personal PC
 - a) Surfing the web without antivirus is tantamount to surfing in a shark infested ocean with a bleeding wound
 - b) There are a number of good options – even free ones — for you to choose from.
2. Use UNIQUE passwords for every login
 - a) This is a big hassle, but that is a good thing; if it is a hassle to you, it is twice the hassle to hackers. You can use software like KeyPass or LastPass to save your usernames and passwords
 - b) Do not save your passwords in a word document or in a file on your computer
3. GET A VPN
 - a) VPNs are very simple. They keep your network traffic protected from websites gathering your personal information. A popular one is Express VPN.
4. Use Two-Factor Authentication when available
 - a) Most mail and banking websites offer it – you just have to enable it.
5. Use the longer passcode option on your phone – your phone is a little computer.
 - a) For iPhones: Settings>Touch ID & Passcode>Change Passcode
 - b) For Android: Settings>Biometrics and security>Secure Folder>Lock Type
6. Use different email addresses for different accounts – email/password combinations are traded and sold on the dark web, so if you have the same email/password combination for everything, you are an easy target.
 - a) Use one for social media
 - b) One for banking
 - c) One for your streaming services
7. Don't let Browsers save your credit card info - this is just another place that your data is being stolen
8. Stay private on social media accounts
9. If you're an influencer, don't share personal information like: License plates, Vaccination cards, ID cards, or your house address or number

****If you have questions on any of these items, please come speak to your IT staff!****

