

EMPLOYEE FOCUS

June 2021

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A Publication of the Employee Communication Committee
Susan Rasmussen, Editor



Employee of the Month May 2021 Justin Phillips

Justin Phillips came to the District Operations Department (Ops) from Tahoe Keys Water and has been a valuable asset to the District ever since. He fast-tracked his way through the wastewater certification process to become a grade III operator and has already acquired the knowledge to act as a shift supervisor here when needed.

Among Justin's impressive attributes is his admirable work ethic. He stays busy and is continually seeking out additional tasks to perform on his own. He asks his supervisor if there is anything else that needs to be done and often proposes special projects. Justin demonstrates high standards of quality in his work and has never had to return to repeat a task, or had to be asked more than once to complete one.

Justin is the consummate teammate in a number of ways. He always offers assistance to others whether in Ops or the maintenance departments and those efforts reflect positively on Justin and the Operations Department, and ideally lead others to reciprocate. The teamwork concept spreads both within Ops, and also between Ops and other departments. He is very polite and professional, but also sincere in his efforts to respond to customer service requests that come in after hours and on weekends. During the COVID-19 pandemic, Justin really stepped up on numerous occasions to come in and cover short shifts which is so critical to Ops Department functions. On many of those occasions, Justin put aside his personal and family plans on his day off to come in and cover Ops, which is tremendously appreciated especially during this challenging time.

Other valuable contributions come from Justin's personal side. Everyone that works with Justin will attest that Justin is easy going, a truly nice guy, and he's very popular to work with. Justin steers clear of the drama and gossip that can be present in any work group. He not only chooses not to contribute to it or perpetuate it, but often takes actions to shut it down. As genuinely nice as he is, he is also a straight shooter and can be counted on to share his honest feelings which are always positive and constructive as opposed to just complaining. The goodwill he generates by being a productive team member has a positive influence on the culture of Ops.

Don't be fooled by Justin's easy going nature, he's a huge heavy metal music fan and a giant Raiders fan, but we try not to hold that against him. Justin is a positive and valuable asset to Ops and the entire District, and epitomizes what we look for in perspective team members. He truly appreciates the opportunity to be here and we are very fortunate to have him with us. Thanks for all that you do Justin!

Happy Summer

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

~Celia Thaxter



HR Happenings

by Liz Kauffman

Recruitments

PT Lab Aide

Kyla Schrauben was selected to fill this part-time role that became open with Kevin Herrera-Urbe's transfer. Kyla attends South Tahoe High and is very excited about this opportunity. She officially started on May 18!

Underground Repair Sewer

Look out everyone, IV Jones officially took the reins on May 27. Doug's last physical day at work will be June 3, so you can still give him a hard time until then. What a great team Doug and IV were and we are so happy for them both. Look for a future recruitment to fill the URS Lead position soon!

Lab Tech I/II

Delores is officially retiring! In anticipation of her retirement, HR went back to a hiring list that was created during the last recruitment in January. The candidate is in pre-employment, so look for more information to come.

URS & URW Seasonal Employees

Brandon Singleton returned to us this summer. He's working with URS crew this year. Corey Corbin is a new face around here. He joined the URW crew for the summer. Welcome to the District!

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 21. The Deferred Comp Election Change forms are under the HR Folder in the Public Drive. You can also contact HR to obtain a form. Completed forms should be submitted to HR. 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. It's important to be mindful of your mental health. 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.

Goodbye and Good Luck

Goodbye and good luck to Doug Van Gorden who is retiring June 3 after 29 years at the District! We wish him the best in his new adventure in Florida. Doug worked his way up the ladder to become UR Sewer Supervisor and will be greatly missed by all!

Goodbye also to Michal Lieberman who is leaving the District after working in the Laboratory and Engineering Department to pursue a Master of Science Degree in the PhD program in Environmental and Water Resources Engineering at the University of Utah in Salt Lake City. Best of luck!

Birthdays

Ronnie Williams	June 11
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	3 years
Antony Schinzing	3 years
Matt Weiser	3 years
Jason Paul	3 years
Shelly Thomsen	4 years
Larry McDonough	11 years
Francisco Avina	14 years
Bill Otto	14 years
Julie Ryan	15 years
Debbie Henderson	27 years
Kyle Schrauben	31 years
Delores Trebotich	42 years

Congratulations/
Welcome

Congratulations to IV who was selected to fill the UR Sewer Supervisor position.

Welcome to Herbert Aguirre who was the successful candidate for the UR Water position that was posted last year, as well as Kyla Schrauben who is the new part-time Lab Aide.

Congratulations
Graduates

- Juniper Brand, STMS
- Emiliano Franco, STMS
- Camryn McLelland, Diamond Valley ES
- Montserrat Franco, STHS
- Matthew Kallas, STHS
- Eric Vasser (Weiser), Del Campo HS
- Charles Lucas Bledsoe, University of Tennessee Chattanooga, BA Communications
- Rosemarie McDonough, BA Kinesiology, CSU Chico
- Tim Bledsoe, Masters of Public Administration, University of Texas Permian Basin

Dates and Events

- 6/3 — Board of Directors Meeting
- 6/14 — Flag Day
- 6/17 — Board of Directors Meeting
- 6/20 — Father's Day
- 6/20 — Summer Solstice

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

Personalizing Outlook 365 appearance (How to change the color and design) Coming in June 2021

To change Outlook 365's background pattern and theme:

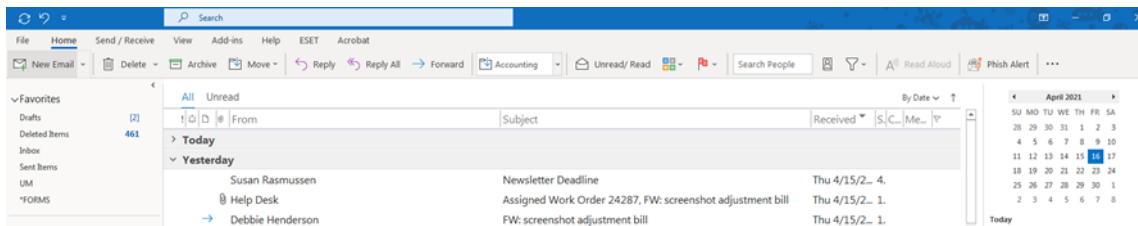
- Click on the **File** tab in the navigation ribbon.
- Click on **Options**.
- Under the General section Navigate to **Personalize your copy of Microsoft Office**.
- Choose a background pattern from the **Office Background** dropdown list.

Note: The Background option provides various patterns to decorate the area surrounding the navigation ribbon. There are several options to choose from: the theme option changes the colorization of Outlook and your Office theme in general and the change is very slight.

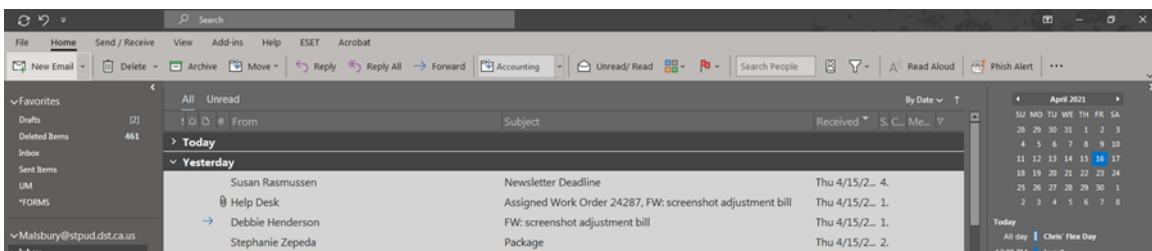
- Choose a theme from the **Office Theme** dropdown list.

Note: The Theme options are Colorful, Dark Gray, Black, White and Use System Settings.

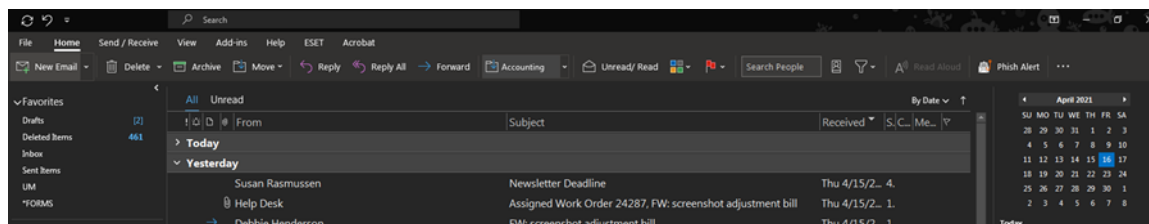
Colorful, White and System Settings are very similar, colorful and systems setting have the blue bar across the top. Sample Colorful Theme below:



Dark Gray Sample:



Black Sample:



- Click **OK** to finish.

Look for more Office 365 Documentations coming to Mainline soon.

Note: The settings you set in Outlook will carry over to other Office applications.

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, 2021).

41-45 Years

Trebotich, Delores – Lab

36-40 Years

Dolan, Pat – Purchasing
Williams, Ronnie – Electric
Trella, Phil – Operations

31-35 Years

Lee, Jeff – Plant Operations
Alsbury, Mary – Info. Tech.
Stanley, Chris – Field Operations
Schrauben, Kyle – Heavy Maint.

26-30 Years

Nurock, Doug – Operations
Bartlett, Cliff – Equip. Repair
VanGorden, Doug – U/R Sewer
Thiel, John – Administration
Cuevas, Simon – U/R Water
Henderson, Debbie – Accounting
Chernago, Brian – Lab
Arce, Dan – Lab

21-25 Years

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
Daniel, Colin – Heavy Maintenance
Maro, Mike – Equip. Repair
Kosciolek, Linda – Cust. Service

11-15 Years

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
Bledsoe, Tim – Customer Service
Henderson, Jessica – Cust. Service
McDonough, Larry – Inspections

5-10 Years

Idell, Chuck – Heavy Maintenance
Czapla, Aneta – Operations
Goralski, Ron – Pumps
Truscott, Bill – Operations
Bartlett, Brian – Info. Technology
Jones, Richard "I.V." – U/R Sewer
Garon, Kim – Accounting
Kauffman, Liz – H.R.
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
Caswell, Steve – Engineering
Abbondandolo, Frank – U/R Water
Dorman, Andrew – UR Water
Sharp, Marla -- Administration
Goligoski, Brent – Engineering
Brand, Jason – Engineering
Cole, Ross – Inspections
Verduzco, Perris – Operations
Glaze, Star – Engineering

Less Than 5 Years

Tomer, Jimi – Heavy Maintenance
Burghard, Barrett – Inspections
Franco, Erika – Customer Service
Rohrbaugh, Jon – Electric
Baginski, Cole – Operations
Borley, 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
Mors, Sierra – Lab
Conti, Joseph – Pumps
Lieberman, Michel – Lab
Vasquez, Hector – UR Water
Lucero, Sara – Customer Service
Ross, Cavin – UR Sewer
White, Casey – UR Water
Blasser, Raina – Grants
Kallas, Steve – Pumps
Poohachoff, Nicholas – UR Sewer
Combes, Adrian – Engineering
Aaron Zook – Engineering
Kevin Uriibe – Laboratory
Raina Blasser – Finance
Matt Stevens – Heavy Maintenance
Joel Goligoski – Diamond Valley Ranch
Greg Dupree – Accounting
Dustin Goralski – Diamond Valley Ranch
Joseph Stumph – Pumps
Dana Lincoln – Human Resources
Rachel Kallas – Customer Service
Tracey Brizendine – Customer Service
Kyla Schrauben – Laboratory

Employees' Years of Service

The average number of employment years is 11 and the average employee age is 47!