



APRIL 2016

## SPOTLIGHT ON THE CITY ATTORNEY'S OFFICE

EMPLOYEES: 5 FULL TIME  
ANNUAL BUDGET - \$721,842



The City Attorney is one of two charter officials appointed by the City Commission, the other being the City Manager. The City Attorney answers directly to the City Commission. The primary responsibility of the City Attorney is to be the legal advisor to the City Commission, to attend all City Commission meetings as well as represent the City in all legal actions.

The office of the City Attorney provides support and assistance to the City Manager, City Departments and City staff. We serve as legal counsel for citizen advisory boards as well. The office consists of five employees; the City Attorney Don Smallwood, Deputy City Attorney Olga Sanchez de Fuentes, Assistant City Attorney Celia Thacker, Executive Secretary Traci Dizzine and Municipal Court Clerk Zuleika Fernandez. The office philosophy is "our door is always open," and we truly welcome all City employees to speak with the legal staff on any City issue they may need assistance with.

The office is available to provide legal advice and opinions on matters that arise on a daily basis. We research legal issues and draft legal memoranda, ordinances, board resolutions, interlocal agreements, and policies in furtherance of City business. We educate and advise the Commission, Boards and staff on Sunshine, public records, and ethics laws. We prepare or review countless contracts a year for the various departments, and prepare approximately 30 Ordinances and 40 Resolutions a year. We are the legal representative of the City in lawsuits, which includes attending mediations and negotiating settlements.

Periodically the office provides employee training and development regarding City policies and procedures as well as State and Federal law, and any recent changes that may affect the way City business is conducted and how staff serves the public.

A large portion of staff time is spent in the administration of the Red Light Camera Program, not only in defending the constitutionality of the program, prosecuting cases but processing payments and keeping records for each citation. Red light camera court is held no less than three times a month, with the City prosecuting cases along with KPD staff before a hearing officer.

A typical day begins early, with emails, phone calls, meetings throughout the morning and afternoon, night time Commission and Board meetings. In essence the office is on call 24/7. So as other City departments, we are proud to be part of the team working together to better our home town.

## 2016 PENSION MEETING SCHEDULE

MONTH	DATE	TIME	BOARD
May Financial	3	9:00 a.m.	Police
	3	1:00 p.m.	Fire
	26	9:00 a.m.	General
June	7	9:00 a.m.	Fire
	7	1:00 p.m.	Police
July	28	9:00 a.m.	General
August (Financial)	2	9:00 a.m.	Police
	2	1:00 p.m.	Fire
	25	9:00 a.m.	General
September	13	9:00 a.m.	Fire
	13	1:00 p.m.	Police
October	11	9:00 a.m.	Police
	11	1:00 p.m.	Fire
	27	9:00 a.m.	General
November (Financial)	1	9:00 a.m.	Fire
	1	1:00 p.m.	Police
	17	9:00 a.m.	General
December (Financial)	8	9:00 a.m.	General

Should you plan to attend one of these scheduled meetings, please call to confirm the meeting date and time prior to your arrival.

**GEO NEWS** is published monthly by the  
**CITY OF KISSIMMEE GENERAL EMPLOYEES ORGANIZATION**  
 101 Church Street Kissimmee, FL 34741 407.518.2304  
 Editor - Paula Liska

This month's contributors include:  
 Nancy Borders, Dan Burkard, Randy Fisher, Linda Gomez, Kerrie Hall,  
 Justin Hetu, Craig Holland, Stacie Miller,  
 Scott Pool, Emily Salzman, and Arin Thrower.

## EMPLOYEE OF THE MONTH

Each month an "Employee of the Month" is selected by a committee of his/her peers. The winner is chosen from a group of employees nominated by his/her co-workers.

### GLAD YOU ASKED

The "Glad You Asked" Program was developed by the City Manager to provide a means for employees to get answers to questions, express opinions or voice complaints about the City.

### WHERE DO I GET A FORM?

The Glad You Asked form can be found at <U:\AllCity\Forms\Glad You Asked Form PDF.pdf>.

The Employee of the Month nomination form can be found at <U:\Common\AllCity\Forms\EOM Nomination Form PDF.pdf>.

Both forms can be picked up in the Personnel & Risk Management Department.

### BRAVO PROGRAM

The Bravo program is designed to recognize employees going above and beyond the normal call of duty in their effort to deliver excellent service. Supervisors have the privilege of writing a Bravo and may present it to any employee who was noticed performing the extraordinary service. Employees may 'redeem' their Bravo in Personnel for a token acknowledging their achievement. Some recent examples of great Bravos include: Went on your lunch hour to pick up supplies; Did a fantastic job handling an emergency situation very professionally; Cleaned and organized our supply room and cabinets. Keep up that great service to your customers and you could be the next Bravo recipient!

**THE FOOD TRUCK  
BAZAAR**  
A MOVING CULINARY EVENT

*1st Friday of Each Month  
6 p.m. - 9 p.m.  
Kissimmee Civic Center  
201 E. Dakin*



**DEADLINE  
FOR THE  
MAY  
ISSUE  
IS MONDAY  
APRIL 11**

## EMPLOYEE OF THE MONTH



The City of Kissimmee is honored to recognize Police Lieutenant **JAMES NAPIER** as the Employee of the Month for March. James has worked with the Kissimmee Police Department for more than 19 years.

An exemplary employee, James demonstrates a multitude of talents, a “can-do” attitude and a dedication to his work. During his time with the City, James has made a tremendous impact on the department and the community as a whole. He is a role model to his fellow co-workers and an inspiration to the all! Perhaps more importantly than any of the above qualities, James is kind, and the type of person who goes above and beyond what is

required of him. He would never turn his back on someone in need.

On January 15, Kissimmee officers responded to a residence regarding a home invasion. Upon arrival, officers discovered an 85 year-old victim, who had been viciously attacked and left battered. Officers on the scene did an outstanding job investigating this crime and helped calm the victim. Later during that week, Lieutenant Napier did a wellness check on the victim and generously took it upon himself to help her get through this tragedy. He purchased, repaired and performed all of the work needed to secure her home, not only giving her a new door, but more importantly a peace of mind.

The loyalty James has to his position, the Kissimmee Police Department and the City of Kissimmee is exceptional. He serves both with excellence and pride.

The City is proud to recognize Lieutenant Napier as the Employee of the Month.



Some of the lovely ladies from the City of Kissimmee attended Osceola Woman Magazine’s Women of Influence Luncheon at Osceola Heritage Park March 8, 2016. Deputy City Manager **DESIREE MATTHEWS** was the guest speaker.

## MOTIVATIONAL MOMENT

“Before you waste it on anger, resentment, spite or envy, think of how precious and irreplaceable your time is. Positivity always pays off.”

– Author Unknown

## 2016 IMPORTANT DATES

Earth Day 2016

Friday, April 22

Keep Kissimmee Clean  
Kissimmee Lakefront Park  
9:00 a.m. - 1:00 p.m.

Memorial Day\*

Monday, May 30

Independence Day\*

Monday, July 4

Labor Day\*

Monday, September 5

Veterans Day\*

Friday, November 11

Thanksgiving Day\*

and Thanksgiving Day After\*

Thursday, November 24

Friday, November 25

Christmas Eve\*\*

Christmas\*\*

Friday, December 23

Monday, December 26

Employee of the Month

Committee

Fourth Tuesday - 10 a.m.

City Manager’s Conference Room

City Hall - 5th Floor

Safety Committee

2nd Thursday - 9:15 a.m.

Personnel Conference Room

City Hall - 2nd Floor

VARC Committee

3rd Monday - 9:30 a.m.

Personnel Conference Room

City Hall - 2nd Floor

GEO Meeting

3rd Wednesday - 10:00 a.m.

International Conference Room

City Hall - 5th Floor

\* OBSERVED HOLIDAYS

CITY HALL

WILL BE CLOSED

## LAKEFRONT HOA CIVIC CENTER POND CLEAN UP - FEBRUARY 13, 2016



## KPD OFFICER LANDS TOP SPOT AT SNIPER COMPETITION



Kissimmee police officer **BRANDON ILLGEN** (Photo Left) took the top spot at the 2016 Florida SWAT Association Sniper Competition and the KPD Team took 2nd overall.

The Florida SWAT Association's Spring Shootout Sniper Event was held March 2, 2016 through March 4, 2016 at the Orange County Range. 13 teams from across Florida competed in seven (7) challenging events. At the end of the competition, Kissimmee Police Department's Team consisting of **OFFICER J.P. ANTEPARA** and **OFFICER BRANDON ILLGEN** finished 2nd overall. Officer Brandon Illgen was crowned the individual champion.

"Officer Illgen and Officer Antepara demonstrate the dedication our SWAT members have to their training and development. Excelling in competitions against some of the best tactical marksmen in the Southeast United States validates their commitment to their craft," said **CHIEF LEE MASSIE**.

(Photo compliments of Florida SWAT Association)



Osceola County Council on Aging attended the March 1 City Commission Meeting to promote the March for Meals 5K. The Event to Raise Awareness about "SENIOR HUNGER", recruit volunteers and raise funds for the Council on Aging's Meals on Wheels Program.



Thank you, Joseph Colon, for your service to the Police Pension Board. (Left to right: Lisandra Roman (Trustee), Dan Burkhard (Chairman), Joseph Colon (Trustee), Lourdes Santa (Trustee), David Reinhart (Trustee))



A proclamation for Welcome Home Vietnam Veterans Day (March 30, 2016) was presented to veterans at the Tuesday, March 1 Commission Meeting.

**20th ANNUAL CHILI COOK OFF AND BEER FESTIVAL - FEBRUARY 20, 2016**





**SOMETHING TO SELL?  
SOMETHING YOU NEED?  
ADS RUN FREE TO EMPLOYEES  
FOR 3 CONSECUTIVE MONTHS.  
GEO Editor 5th Floor City Hall  
or pliska@kissimmee.org**

**FOR SALE**

**BAMBOO BLINDS** - Two 24" wide. Adjustable length to a maximum of 72". These stunning blinds feature a traditional black bamboo design reminiscent of calligraphy. Constructed from all-natural bamboo matchsticks with easy to set up and install. Makes an elegant accent for any window. Traditional bamboo leaf design. Natural bamboo matchstick construction Easy to hang and operate. Purchased from Oriental Furniture for \$58. Didn't look right when I hung them up. My loss - your gain. \$25 pair. **PAULA LISKA** 407.518.2304. (4)

**HAND CRAFTED JEWELRY**

- Using semi-precious stones for necklaces, earrings and bracelets. Will custom make items such as Shamballa healing stones bracelet(s). To see items available go to Facebook, "Nancy B's Handmade Jewelry". Send me a Facebook message for more information or call my home phone, 407.855.6645 and leave a call back number. Gift wrapping available upon request. **NANCY BORDERS** (2)

**SERVICES**

**AVON REPRESENTATIVE** - If you need a book or to place an order, please feel free to contact me. **JANE HODGSON** 407.873.3753 (3)

**MAKEUP** - "You have a nail lady, a hair lady, let me be your make-up lady!" Yunique Beauty Products. Call **DANIELLE ROJAS** at 321.442.1684 for information on products, parties or how to become a presenter! Or contact me at: [www.yuniqueproducts.com/daniellerojas](http://www.yuniqueproducts.com/daniellerojas) (3)

**NEED CASH? GOT GOLD?** - Gold continues to rise in \$\$\$ so if you have gold that is broken, with missing parts, or no longer use we will pay you CASH \$\$\$ for it. Our payout is significantly more than those of the pawn shop. We will weigh with you present. Contact **Sylvia Cruz** - 407.832.9153 (As per **ERIC CRUZ**) (3)

**DISCLAIMER:**  
"The G.E.O. News, its editors and staff, the City of Kissimmee, its employees and officials claim no responsibility for goods, or conditions arising from goods advertised in this newsletter."

**NOTICE:**  
The GEO News newsletter is posted on the City of Kissimmee Web site. While we cannot estimate how much exposure they will get, your ads and phone numbers, etc. will be included in this posting. It will be equivalent to an on-line classified ad. If you have an issue with this info being posted on-line, please contact [pliska@kissimmee.org](mailto:pliska@kissimmee.org) or 407.518.2304. Thank you.

**CONGRATULATIONS RETIREE**



**BRAD ALLEN**  
Kissimmee Fire Department  
27 Years - 9 Months  
Thank you for your years of service and dedication to the City!

**WELCOME NEW EMPLOYEES**

- ERIKA ALLEN**  
Permitting Technician  
Development Services
- THOMAS BLACK**  
Groundskeeper  
Parks and Recreation
- SAMANTHA BRIDLE**  
Permitting Technician  
Development Services
- GERALD BURNETTE**  
Firefighter/EMT  
Kissimmee Fire Department
- RUTH COLON**  
Permitting Technician  
Development Services
- EVAN DIORIO**  
Groundskeeper  
Parks and Recreation
- HENRY FIELDS**  
Recreation Leader I  
Parks and Recreation

- RYAN LEBRON**  
Groundskeeper  
Parks and Recreation
- BRADLEY LITTLETON**  
Equipment Operator II  
Public Works and Engineering
- SAMANTHA LOPEZ**  
Firefighter/EMT  
Kissimmee Fire Department
- RAFAELA MACHUCA**  
Clerk/Technician I  
Kissimmee Police Department
- DUSTIN MOYER**  
Firefighter/EMT  
Kissimmee Fire Department
- NABIL MUHAISON**  
Engineer I  
Public Works and Engineering
- LUIS PENNA**  
Firefighter/EMT  
Kissimmee Fire Department

- DAVID PULLEN**  
Utility Worker  
Public Works and Engineering
- BRANDON RODRIGUEZ**  
Recreation Leader II  
Parks and Recreation
- KRISTINE SEAGO**  
Community Service Officer  
Kissimmee Police Department
- BRENDA THERRIAULT**  
Bus Driver  
Parks and Recreation
- EDDIE WELLS**  
Recreation Leader II  
Parks and Recreation
- PATRICK WILLIAMS**  
Groundskeeper  
Parks and Recreation
- STEPHANIE WILLIAMS**  
Clerk/Technician  
Personnel and Risk Management

## DEVELOPMENT SERVICES NEW PLANNING MANAGER

Congratulations to **JOHN HAMBLEY** on his recent promotion to Planning Manager in Development Services.

John will be handling Long Range Planning, Transportation Planning, Special Projects, Community Development (CDBG and other state and federal grants) and helping with the CRAs.

John is currently the Senior Planner in charge of Current Development Review, and will continue to handle these duties until a replacement can be found.



## VOLUNTEERS TEAM UP TO BUILD KaBOOM! COMMUNITY PLAYGROUND



On March 1, 2016, more than 200 volunteers from American Academy of Orthopaedic Surgeons (AAOS), the City of Kissimmee, Community Vision and Central Avenue Elementary School along with organizers from KaBOOM! and Kissimmee residents teamed up to build a new community playground at Central Avenue Elementary.



Designed in December when children from the neighborhood put crayons to paper to draw their dream playground, the new play space includes the Tripple Racer Slide, Ribbon Climber, Babble-On and will bring more than 2,678 kids in Kissimmee one step closer to having the childhood they deserve.

"I am so pleased that our school community will benefit greatly from the Safe and Accessible Playground," said Trenisha Simmons, principal of Central Avenue Elementary. "Our children will have the opportunity for more physical activity, and parents will be able to spend quality time with their children in a safe environment."



As part of the construction, volunteers assembled the playground from start to finish in less than six hours. They mixed and poured thousands of pounds of concrete and moved enough safety surfacing to cover more than nine NBA-sized basketball courts.





## CITY OF KISSIMMEE EARTH DAY EVENT

### KEEP KISSIMMEE CLEAN - EARTH DAY 2016

The City of Kissimmee is excited to announce an employee Earth Day Event! We are looking for 50 City of Kissimmee employees to come together and help clean up our lake & park on Friday, April 22.

Wearing our green 'Keep Kissimmee Clean' t-shirts, we will meet at City Hall at 9:00 a.m. and walk to the Lakefront Park together. The clean-up will take place from 9:30 a.m. until 11:30 a.m. and then we'll celebrate with a BBQ lunch hosted by our own Public Works team!

This event is limited to the first 50 employees who email [pio@kissimmee.org](mailto:pio@kissimmee.org) or call 407.518.2314. Employees must have approval from their supervisor in order to participate.

#### Details:

9:00 a.m. - Meet at City Hall & walk to Lakefront Park

9:30 a.m. - 11:30 a.m. - Lake/Park Clean-up & group photo

11:30 a.m. - 12:30 p.m. - BBQ Lunch

12:30 p.m. - 1:00 p.m. - Walk back to City Hall

Please call 407.518.2314 or email [pio@kissimmee.org](mailto:pio@kissimmee.org) for more information.

## LEADERSHIP OSCEOLA - MARCH 2, 2016 - CITY HALL



Above left: Access Osceola's **CHRISTOPHER EMPERADO** videotapes City employees **JEFF WOLF** (Finance) and Fire Chief **DAVID KILBURY** participating in a spokesperson exercise with their team during Leadership Osceola's Government Day.

Center below: **GEORGE ALLEN** (Assistant Director of Public Works and Engineering) responds to a question from the audience for his team during spokesperson training.



Above right: Public Works and Engineering Director **KERRITH FIDDLER** addresses a issue presented to his team during the spokesperson training event.

## ATTENTION: RETIREES AND FRIENDS OF RETIREES

In previous years, City of Kissimmee retirees met a couple times a year and also had some social gatherings. These were planned by Millie Doern, who, unfortunately, has not been doing well healthwise lately. We would like to reinstitute these gatherings. However I do need to get in touch with all of the retirees. If you would email me your contact information: name, address, phone number and email address, I would be happy to organize these in the future. Looking forward to hearing from you and seeing you in the gatherings to be planned later this year!

City of Kissimmee current employees - Do you keep in touch with any of our retirees? Please share this information with them.

Thank you!  
RANDY FISHER - [Rgf52@comcast.net](mailto:Rgf52@comcast.net)