

On July 22nd, the City Commission held its annual budget workshop. I am pleased to report to you the results of the workshop and highlights of next year's budget.

As has been the case for the past seven years, our citizens will once again benefit from the fact that we presented a balanced budget without the need to increase our tax rate. General Fund revenues increased by approximately 2.6% due to increases in property values, new construction and utility revenues. The increased revenue will enable us to accomplish objectives in next year's budget that are very important to the City Commission:

1. **Employee Compensation:** A 4% salary increase is budgeted for next year, split into a 2% cost of living adjustment that will raise the pay ranges for all positions and a 2% merit increase for those employed at least a year as of October 1 and not topped out in their range. Topped out employees will get the 2% merit as a bonus while those employed less than a year will get their 2% as a raise on their first anniversary of employment. Additional funding has also been budgeted for additional increases for most job classification pay ranges to begin implementation of our workforce compensation enhancement towards the 75th percentile over the next several years. The specific increases will be determined prior to the budget adoption in September.
2. **Service Enhancements:** Additional staffing and resources are included to address increased demands for external services including Emergency Medical Services, Parks and Trails Security, Code Enforcement, and Building and Fire Inspections. Internal services will also see a boost with the addition of personnel in Information Technology and Fleet Maintenance. In total, 14 new positions will be added to the City's workforce.
3. **Major projects:** In addition to the road projects underway for Oak, Dyer and Carroll Streets, the budget includes funding for the continuation of the Lakefront Enhancements (Phase IV), construction of Toho Square Parking Garage, extension of Beaumont Avenue to Lakeview, construction of a Police Training and Indoor Range Facility, establishment of a 5th EMS Unit, and various Facility Improvements citywide.
4. **Long Range Projects:** The 5-year Capital Improvements Plan includes funding plans for several major future projects, including construction of a Joint City-County Fire Training Facility, widening of Hoagland Boulevard between Vine and Donegan, matching funds for a new Airport Control Tower, funds to begin the first phase of the Lancaster Ranch Park construction, design funding for a 5th Fire Station, funds to expand the Fleet Shop, design funds for a new Community Center at Durbin Park at Lakeside, and funding to start a new Transit Bus Circulator route for downtown.
5. **Community Needs:** Funding has also been included for community needs such as homelessness prevention, housing assistance, social services, arts, cultural, and special events. In addition, the budget includes enhanced funding for economic development initiatives.

Next year's budget is designed to fund our mission to enhance the quality of life, job opportunities and business environment in Kissimmee. It not only reflects the vision and fortitude of our City Commission, but also the diligence, perseverance, and commitment of our City Employees. And for whatever part you may play, thank you for your efforts to make Kissimmee a great place!



MIKE STEIGERWALD - City Manager

2016 PENSION MEETING SCHEDULE

MONTH	DATE	TIME	BOARD
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.

SCHOOL STARTS WEDNESDAY, AUGUST 10!



<p>TWO-LANE: Vehicles traveling in both directions MUST stop</p>	<p>MULTI-LANE Paved Across: Vehicles traveling in both directions MUST stop</p>	<p>DIVIDED HIGHWAY Unpaved space (Min 5ft) OR any raised median/physical barrier. Vehicles behind bus MUST stop. Vehicles traveling in the opposite direction proceed with caution.</p>
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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
 Linda Gomez, Kerrie Hall,
 Mirnaly Maldonado, Stacie Miller, Cinthia Pabon, Scott Pool,
 Emily Salzman, Arin Thrower and Nancy Walker.

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!

**SEPTEMBER
DEADLINE...
MONDAY
AUGUST 8**

EMPLOYEE OF THE MONTH - JUNE



The City of Kissimmee is honored to recognize **NATALIE LATTIMORE** as the Employee of the Month for June. Natalie is an Administrative Secretary with the Parks and Recreation Department. She has been a valued member of the City's team for more than two years.

Natalie's dedication and loyalty started at the Chambers Parks Community Center, where she worked as a Facility Attendant. Within one year she was promoted to Secretary in the Parks Administration offices. Her professionalism, performance and attention to detail have gained her the current position as Administrative Secretary. In addition to being an outstanding employee, she is also fluent in five languages: English, Spanish, Portuguese, Swahili and Italian. Natalie is hard working and very conscientious. She is extremely efficient and productive, giving each task the same special attention no matter

how big or small. Her most recent accomplishment has been the handling and upgrade of the Parks and Recreation RecTrac Program. She has worked diligently to make this happen and it is reflected in the final product. She has also worked on many projects including the Haunted House and the Box Office, often on weekends.

Natalie's positive attitude, pride in the organization, and genuine concern for work standards has earned her the honor of being the City of Kissimmee June 2016 Employee of the Month.

EMPLOYEE OF THE MONTH - JULY



The City of Kissimmee is honored to recognize **Ashley Cornelison** as the Employee of the Month for July. Ashley is a Senior Planner with the Kissimmee Development Services Department. She has been a member of the City's family for almost four years.

Ashley hit the ground running when she started with the City as a Planning Technician in 2012. As a result of her abilities and selfless dedication, Ashley was promoted to Planner I in 2014 and then to Planner II in 2015. She is an exceptional employee who has developed greatly over the past few years and has proven herself to be a valuable asset. She routinely takes on additional assignments and responsibilities and performs admirably. Whether small or large, she is always willing to jump in and get the job done.

Ashley exhibits a tireless commitment and dedication to the City, its residents and business owners on a daily basis through her interaction with customers and the general public. She is a dedicated, passionate and strong willed individual whose goals have allowed her to make an impression on her department and the City. She has received numerous commendations from customers praising her for the assistance she provides. The City is privileged to have Ashley on board sharing her initiative and enthusiasm.

The City is proud to recognize Ashley as the July 2016 Employee of the Month

2016 IMPORTANT DATES

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**

MOTIVATIONAL MOMENT

“Count your age
by friends,
not years.
Count your life
by smiles,
not tears.”

– John Lennon

CONGRATULATIONS RETIRES

**THANE
CARTER**



PUBLIC WORKS & ENGINEERING

20 Years

Thank you for your years of service and dedication to the City!

**SHERRY
MOLLETTE**



KISSIMMEE FIRE DEPARTMENT

24 Years & 7 Months

Thank you for your years of service and dedication to the City!

**WARREN
SHEPARD**



KISSIMMEE POLICE DEPARTMENT

27 Years & 4 Months

Thank you for your years of service and dedication to the City!

CITY HALL SCHOOL FIELD TRIPS

Students from the Osceola County School District's Exceptional Student Program and the AVID Program recently participated.



The City of Kissimmee and Mermaid Aquatics participated in the World's Largest Swimming Lesson on Friday, June 24 at the Bob Makinson Aquatic Center. The goal of Team WLSL is not only to set new World Records, but to also send the message that 'Swimming Lessons Save Lives!'



EMPLOYEE HEALTH & WELLNESS FAIR

Thursday, May 26, 2016



In celebration of EARTH DAY - Friday, April 22, 2016, employees gathered on the front lawn of City Hall then walked to Lakefront to help clean up Lake Tohopekaliga



WELCOME NEW EMPLOYEES

RUSSELL L ALEXANDER	LIFEGUARD	Parks & Recreation
PATTY ALLISON	COMMUNICATIONS MANAGER	Kissimmee Police Department
NIXON M ALVARADO	SUMMER CAMP COUNSELOR	Parks & Recreation
ADRIAN ALEXANDER AYALA	LIFEGUARD	Parks & Recreation
KRISTINA D BOBE	SUMMER CAMP COUNSELOR	Parks & Recreation
LAVAUGH A BROWN	LIFEGUARD	Parks & Recreation
GABRIELA BURGOS	LIFEGUARD	Parks & Recreation
BENJAMIN S BURNETT	EVENTS SPECIALIST	Parks & Recreation
KYLE N BYWATER	POLICE OFFICER	Kissimmee Police Department
CHRISTOPHER JOSEPH CABRAL	POLICE OFFICER	Kissimmee Police Department
EDA M CARVAJAL	LIFEGUARD	Parks & Recreation
GIANCARLO CORREA	LIFEGUARD	Parks & Recreation
RINDA T DUMAS	SUMMER CAMP COUNSELOR	Parks & Recreation
HANNAH A DUNN	SUMMER CAMP COUNSELOR	Parks & Recreation
DAKOTA B FOWLER	SUMMER CAMP COUNSELOR	Parks & Recreation
JAZMOND GAMBLE	INTERN	Kissimmee Gateway Airport
ESTEBAN GARCIA	LIFEGUARD	Parks & Recreation
SHANDIZA R GONZALEZ	SUMMER CAMP COUNSELOR	Parks & Recreation
JALISA M GORBY	SUMMER CAMP DIRECTOR	Parks & Recreation
CHANNING V GRAY	SUMMER CAMP COUNSELOR	Parks & Recreation
NATALIA F GUTIERREZ	LIFEGUARD	Parks & Recreation
ELIZABETH HARRIS	PARKS & RECREATION DIRECTOR	Parks & Recreation
NICOLE HERNANDEZ	LIFEGUARD	Parks & Recreation
VALENTIN HERNANDEZ RIVANO	LIFEGUARD	Parks & Recreation
CAROLYN E KLAR	SUMMER CAMP COUNSELOR	Parks & Recreation
DAVID LAROCHE	SUMMER CAMP COUNSELOR	Parks & Recreation
DOMINESHIA A LONDON	SUMMER CAMP COUNSELOR	Parks & Recreation
ENEIDA LOPEZ	SUMMER CAMP DIRECTOR	Parks & Recreation
LOGAN MACMILLAN	SUMMER CAMP COUNSELOR	Parks & Recreation
ELIJAH S MOLINA	SUMMER CAMP COUNSELOR	Parks & Recreation
JACQUELINE MONTANEZ	SUMMER CAMP COUNSELOR	Parks & Recreation
RYLAN NELSON	LIFEGUARD	Parks & Recreation
JOSE A NIEVES VELAZQUEZ	SUMMER CAMP COUNSELOR	Parks & Recreation
ONIX E ORTIZ	SUMMER CAMP COUNSELOR	Parks & Recreation
DANIELA PADILLA	LIFEGUARD	Parks & Recreation
ZUZANA PASKAY	SCANNING CLERK	Personnel & Risk Management
KEISHA N PEREIRA	SUMMER CAMP COUNSELOR	Parks & Recreation
SHYENNE D PHILLIPS	SUMMER CAMP COUNSELOR	Parks & Recreation
EMMALYNN P PONDS	SUMMER CAMP COUNSELOR	Parks & Recreation
TRENTON A REARICK	SUMMER CAMP COUNSELOR	Parks & Recreation
ZACHARY J RICHARDS	LIFEGUARD	Parks & Recreation
DENNIS RICHARDSON	SUMMER CAMP COUNSELOR	Parks & Recreation
TERELL J ROBERTSON	SUMMER CAMP COUNSELOR	Parks & Recreation
ABRIANNA F SEGUI	LIFEGUARD	Parks & Recreation
ANTON M SMITH	SUMMER CAMP COUNSELOR	Parks & Recreation
STERLING N SMITH	RECREATION LEADER II	Parks & Recreation
JULIA D SOONDAR	SUMMER CAMP COUNSELOR	Parks & Recreation
JAMIE S STEPHENSON	SUMMER CAMP COUNSELOR	Parks & Recreation
CHARISE D THOMAS DUNKLEY	RECREATION LEADER I	Parks & Recreation
ALYSSA M WARWICK	SUMMER CAMP COUNSELOR	Parks & Recreation
TAKIAH Q WILKERSON	RECREATION LEADER I	Parks & Recreation
ASHLEY WOODRUFF	SUMMER CAMP COUNSELOR	Parks & Recreation
FATIMA J ZAPATA	MUNICIPAL COURT CLERK	City Attorney

BACK TO SCHOOL 2016-2017 . . . CAR SEAT SAFETY

By **CINTHIA PABON** - Certified Car Seat Technician - Kissimmee Police Department

THE 4 STAGES OF CAR SEATS

Rear-facing seat:

Rear-facing car seats should be used in the back seat as long as possible up to the age and weight limit stated on the seat. (The minimum age and weight for switching to the forward facing position is 2 year and 35 pounds). This position supports the child's head, neck and back and reduces stress to the neck and spinal cord in a crash. (For optimal protection, the child should ride in a rear-facing seat until he reaches the maximum weight recommended for the safety seat.) Periodically you should always make sure that the car seat base or the car seat its self is belted to the vehicle. Many times I have found car seats that are placed in the car and not fastened with the seatbelt. Take the time to check. At times other siblings may disconnect the seatbelt of a car seat without realizing it.



Forward-facing seat (older than age 2 and more than 35 pounds):

Use a forward-facing car seat in the back seat until the child reaches the upper height and weight limit stated on the car seat and the harness. These seats include an internal harness system that keeps children properly restrained and limits forward motion. Some harnesses are good up to 40lbs; others are good up to a high weight limit. You must check the seat or owner's manual for more information on the harness weight limits.

Booster seat (typically age 4 – 8 weighing 40 lbs. and over):

Use a belt — positioning booster seat to help ensure proper safety belt placement. Booster seats are available with and without a back. Boosters without backs can be used in the back seats as long as the seat of the car has a head rest. If the seat of the car doesn't have a head rest the backless booster may not be used. They must be used in the back seat until the child is 4'9".



Safety belt:

A child is ready to switch to an adult belt when he can sit with his back straight against the vehicle's seat-back cushion and bend his knees over the seat edge without slouching. (when the child is 4'9 and weighs more than 85 lbs.). The safety belt should fit low across the hips and thighs and across the shoulder and chest. It should not cut into the child's abdomen or neck.

Children are safer sitting in the back seat even though they want to ride in the front seat. When dropping off your children at school make sure they keep their seat belts on or they stay in their car seat until the car comes to a complete stop. Most parents allow their children to remove their seatbelt or get out of their car seat once they approach their school. **Please note: the car is still in motion while in the drop off areas of the school and all children must be properly restrained until the car comes to a complete stop. NO EXCUSES. Your Child's SAFETY is important.**

SAVE THE DATE!!!

DUELING PIANOS

**Saturday, August 20
7:00 p.m**

**Berlinsky Community House
300 East Monument Avenue, Kissimmee**

**\$5 Admission
Snacks & Beverages
Available for Purchase**

**Must be 18+ to Enter
21+ to Consume Alcohol**




**A KISSIMMEE NIGHT OUT EVENT
Presented by the CITY OF KISSIMMEE
For More Information: 407.518.2503
www.kissimmee.org**

WISDOM TEETH 101

Get the information you need to avoid wisdom teeth related issues.

Wisdom teeth are the upper and lower third molars, located at the very back of the mouth. When wisdom teeth are healthy and in the right position, they usually don't cause problems. But when they are impacted and don't have enough room to emerge fully or normally, problems can occur. The information below will help you know the signs and understand what to expect if your wisdom teeth become impacted.

Symptoms*

If your wisdom teeth are causing problems, you may have symptoms such as:

- Pain or jaw stiffness near an impacted tooth
- Pain or irritation from a tooth coming in at an awkward angle and rubbing against your cheek, tongue or top or bottom of your mouth
- An infected swelling in the flap of gum tissue that has formed on top of an impacted tooth that has broken partway through the gum
- Crowding of other teeth
- Tooth decay or gum disease, if there isn't enough room to properly clean your wisdom tooth and nearby teeth

Treatment*

If your wisdom teeth are causing problems or threaten to in the future, your dentist will likely recommend that you have them removed, or extracted. This can be done by a dentist or an oral surgeon. It is important to talk to your dentist/oral surgeon about wisdom tooth removal procedures and any recommended preparation and/or home care instructions.

To help ease anxiety during surgery:

- Listen to music or watch a video
- Bring a supportive family member or friend
- Practice relaxation techniques, such as deep breathing and imagery

Prevention**

You can't prevent your wisdom teeth from becoming impacted. But with regular dental cleanings, checkups and x-rays, your dentist can keep a close eye on the growth of your wisdom teeth to identify any issues before serious symptoms develop.

Together, all the way.®



* Wisdom Tooth Problems. Healthwise. November 2015. <http://www.cigna.com/healthwellness/hw/medical-topics/wisdom-tooth-problems-hw172025
** Impacted Wisdom Teeth. Mayo Clinic. March 2015. http://www.mayoclinic.org/diseases-conditions/wisdom-teeth/basics/definition/con-20026676

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Shop or Swap

**BUY! SELL! SWAP! SERVICES!
ADS ARE FREE FOR CITY EMPLOYEES
AND RUN FOR 3 CONSECUTIVE MONTHS!
GEO Editor - 5th Floor City Hall - Ext. 2304
pliska@kissimmee.org**

FOR SALE

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 (5)

SERVICES

AVON REPRESENTATIVE - If you need a book or to place an order, please feel free to contact me. JANE HODGSON 407.873.3753 (5)

SERVICES

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 (5)

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) (5)

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 or 407.518.2304. Thank you.

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