

CITY MANAGER' S MESSAGE

November is here and it won't be long before the turkey will be on the table and our focus will turn to plans for the holidays. I've always enjoyed this time of year...more time to spend with family, plenty of chances to eat good food, cooler weather outside, and there's still enough football season to enjoy!

For the city this is also the season when we start thinking about plans for the future. Yes, budget time will be here before you know it. But even before the budget process begins, many employees around the city will be working hard to develop plans and goals for the next fiscal year...goals that will eventually guide the creation of the next year's budget.

If you are not familiar with the amount of effort that goes into the budget, here it is in a nutshell:

1. In December, all departments begin evaluating their operations and developing goals and strategies for the next fiscal year;
2. The departments submit their goals in January, and then a facilitator is brought in to hold a retreat for the Commissioners. The Commission considers the departments' goals, develops its own goals, and out of this process come the city's priorities for the next fiscal year.
3. Using the Commission's priorities as a guide, staff develops the capital budget...covering everything from construction projects to roads, utilities, parks, buildings, equipment and vehicles...by April.
4. The next focus is the operating budget, which includes everything else, and is completed by the beginning of July.
5. The Commission finalizes the draft budget and the maximum proposed tax rate at a daylong budget workshop in late July.
6. Final adoption of the budget occurs after two public hearings in September...all based on plans that were developed starting the December before.



It's a long and sometimes tedious process, but one that contains quite a bit of logic when you think about it. Unlike the state or federal governments, it's not about individual politicians running pet projects through for special interests or constituents in their district. It's about our Commissioners and employees working as a team to develop strategies for the upcoming year, brainstorm new ideas to address current community needs, and figure out a way to pay for it all. It's a refreshing difference from how it's done in Tallahassee or Washington D.C., and very few people even know we do it!

Those employees who work hard on the goals and budget would probably tell you that the process is in many ways like the upcoming Thanksgiving dinners we'll be enjoying. You scramble to get the ingredients together, spend countless hours putting it all together, sit at the table with people who have helped you along the way...and others who you might have bickered with in getting it done. And once it's over you've had enough. But more importantly, you're thankful...thankful that it's over yes. But also thankful that in the end you've pulled it off and can look forward to the next challenge!

In the spirit of the upcoming holiday...and the upcoming budget process, I encourage all of you to reflect on the year. Be thankful for what you have, be mindful of what you don't have, but most importantly get in the spirit of giving. At work that can mean many things. But what I'm most interested in as we approach the start of a new era, is that you get in the spirit of sharing your thoughts, giving your ideas, and helping your department put ideas to work in the upcoming planning process. If we all take the time to share our collective intelligence with one another, together we can make this upcoming season one to remember for our community.

2016 PENSION MEETING SCHEDULE

MONTH	DATE	TIME	BOARD
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.

PLANNING ADVISORY BOARD



The hard working volunteers from the Parks and Recreation Advisory Board meet bimonthly to discuss trends, issues and many topics related to Parks and Recreation. Left to right: Roy Oddo, Mark Cavinee, Robin Wright, Al Dorsey, Bianca Rodriquez, Bobbie Gant, and Ed Kilroy. Not shown: Richard Jennings.

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

Austin Blake, Andrea Campbell, Jason Carroll, Linda Gomez, Kerrie Hall,
 Liz Harris, Cinthia Pabon, Scott Pool, Jeff Pon, Emily Salzman,
 Mike Steigerwald and Stacy Zamfir.

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!

**DECEMBER
DEADLINE -
MONDAY
NOVEMBER 10**

EMPLOYEE OF THE MONTH - SEPTEMBER



The City of Kissimmee is honored to recognize JUSTIN HETU as the Employee of the Month for October 2016. Justin is the Public Education Coordinator with the Public Works and Engineering Department. He has been a member of the City's family for more than two years.

Justin began his career with the City as the Lakefront Foreman with the Parks and Recreation Department. He moved into his current position of Public Education Coordinator with the Public Works Department soon after.

In this current position, Justin is highly effective and has excelled as the departments outreach person.

He has made many contributions to the City and continues to do so every day. He takes pride in his work and makes an effort to assist co-workers as well as internal and external clients with the utmost respect and professionalism.

Justin is very motivated and passionate about the environment and promoting conservation. He speaks at schools to educate children about the importance of keeping our city clean and helping the environment. Many of the children he educates often will send a letter or picture telling him what they have learned and how much they enjoyed his teachings.

Justin is a very positive and pleasant employee. His loyalty to this organization, our citizens and our children is exceptional. He serves the City of Kissimmee with excellence and pride.

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

HAVE YOU VOTED?



ELECTION DAY IS JUST AROUND THE CORNER - NOVEMBER 8, 2016

What Is the Importance of Voting in America?

Reprinted from an article by Nicole Vulcan, studioD

Voting serves an essential function in the United States. By registering to vote and then casting your ballot in a local, state or national election, you're helping to shape the place in which you live.

Making Collective Decisions

The United States is a democracy meant to function through the will of the people. This will is made evident through voting. People including the President, members of Congress, mayors and city council officials make a lot of decisions within the areas they oversee - but those elected officials can come or go depending on who the public favors. Voters also make decisions on items of importance, including allocating funding for schools, highways or health care. In essence, when you vote, you are taking part in a collective decision-making process.

2016 IMPORTANT DATES

Veterans Day*
Friday, November 11

Thanksgiving Day*
and Thanksgiving Day After*
Thursday, November 24
Friday, November 25

Safety Boutique
Thursday, December 1
Friday, December 2
Commission Chambers
Kissimmee City Hall

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**

General Employees Pension Board

Congratulations to
JOE WALK
Payroll Analyst
(Finance)

Newly Elected
Board
Member

MEET THE KISSIMMEE POLICE DEPARTMENT CROSSING GUARDS

By Cinthia Pabon Crossing Guard Supervisor



Having just completed my first year as the Crossing Guard Supervisor, I am extremely honored to serve with so many outstanding crossing guards. I am truly blessed and extremely proud to work with over 40 Crossing Guards who truly go above and beyond on a daily basis. I have assisted and worked side by side with the crossing guard program for many years and I know firsthand what an asset they are to our children, community as well as our agency.

These crossing guards work in all types of weather and deal with a lot of traffic hazards as well; all to help keep our children and families safe as they cross the streets.

Because everyone doesn't always get to hear about the great things our crossing guards do every day, I wanted to take this opportunity to provide a short overview of a few of their outstanding acts of kindness and service in 2016.

January 19, 2016: Crossing Guard **MONSERRATE RODRIGUEZ** gave her personal gloves to a teen whom didn't have appropriate winter attire and was cold.

February 5, 2016: Crossing guard **ROBERT DANIELS** was observed protecting some children from an oncoming vehicle that proceeded to make a left turn and disregarded that the crossing guard was in the middle of the road stopping traffic to allow the children to cross. The pickup truck totally disregarded the whistle and stop sign that the crossing guard kept blowing and waving at the driver to stop and the driver made no effort to slow down.

February 18, 2016: Crossing guard **BONNIE LEPOER** was observed during a rain storm helping a child tie his shoes. Bonnie gives the children high fives and rewards them with stickers for a job well done.

August 29, 2016: Crossing guard **JEAN MURPHY** purchased 15 bike helmets and distributed them to the children that cross her intersection.

September 2016 Crossing Guard **TIM FEDERLINE** purchased lollipops to reward all the children that cross his intersection for wearing a helmet, as well as crosswalk safety. He also purchased several pairs of gloves during the winter and handed them out to the children that didn't have any.

These are just some of the many acts of kindness that our crossing guards do every single day for our children and their families.



WELCOME NEW EMPLOYEES

ANDRES CAMPUZANO
 JONATHAN COONS
 CHELSEA DIAZ
 KAITLYN DIAZ
 DANA DODSON
 PASCUL JOSEPH
 JOSE LOPEZ
 SCOTT TOOMEY
 ROXANE WALTON

TELECOMMUNICATOR
 POLICE OFFICER
 TELECOMMUNICATOR
 TELECOMMUNICATOR
 BALL FIELD TECHNICIAN
 POLICE OFFICER
 UTILITY WORKER
 CODE ENFORCEMENT OFFICER
 ASSISTANT PERSONNEL DIRECTOR

Kissimmee Police Department
 Kissimmee Police Department
 Kissimmee Police Department
 Kissimmee Police Department
 Parks and Recreation
 Kissimmee Police Department
 Public Works and Engineering
 Development Services
 Personnel & Risk Management

CONGRATULATIONS RETIREE

EARNEST "JEFF" FARMER



KISSIMMEE FIRE DEPARTMENT
 28 Years & 2 Months
 Thank you for your years of service
 and dedication to the City!

KISSIMMEE POLICE DEPARTMENT



Welcome New Chaplains and OFFICERS
Left to right:
Back Row: Chaplains - Pastor Roland Howard Jr., and Pastor Efrain Fernandez
Middle Row: Officers David Toro and Emerson Godin Koehler
Front Row: Chief Jeffrey M. O'Dell, Officers Pascal Joseph and Jonathan W. Coons

KISSIMMEE FIRE DEPARTMENT



Recently promoted Engineers **Alan Hodges** and **Kris Klemm** pose with Chief **Jim Walls** and Fire Lieutenant **David Speir**.



KFD Chief **Jim Walls** congratulates new Firefighter/Paramedics: **Devin Sprenger**, **Imer Robles**, **Robert Baptist**, and **Garrick Addington**.

SNAP IS OFF AND SWIMMING!



SNAP is a program that will cater to a population that is very eager for opportunities. We will begin with adults and our hope is to then organize a youth Special Needs program. This program is a direct result of community involvement. By speaking with community members we have learned where the need is and what they desire from their Parks & Recreation Department. We encourage anyone to let us know what they would like to see in our department and we will work to try and find a way to make it happen! The

Learning through play is a SNAP with Kissimmee Parks and Recreation . . . in the pool while working on swimming skills with SNAP group - Special Needs Adaptive Programs at the Bob Makinson Aquatic Center! Recreation Rocks Wednesdays - where members of the community can connect with others, learn new skills and have FUN!

two new programs, SNAP and American Sign Language, are examples of our Park and Recreation Department continually finding new and non-traditional programming for this community. We have a very diverse community and our goal is to offer programs for as many citizens as possible.



*SNAP Program Part 2
Pumpkin Decorating with a Pirate Theme*

FULL HOUSE AT THE AQUATIC CENTER

Orange Belt Competitive Swimming at the Bob Makinson Aquatic Center - Tuesday, October 11, 2016.



NEW GENERAL EMPLOYEES ORGANIZATION OFFICERS ELECTED

The GEO Committee held voting for officers during the October meeting. New officers are **Suzette Moran-Hall** (KFD) - Chair, **Andrea Campbell** (Parks and Recreation) - Co-Chair, **Megan Garrett** (Finance) - Treasurer, and **Cristina Torres** (Public Works and Engineering) - Secretary.

SCHOOL OF GOVERNMENT 2016



School of Government kicked off Thursday, October 13 with Development Services Director **Craig Holland** leading a bus tour highlighting projects within the City limits. Upon returning to City Hall, City Manager **Mike Steigerwald** addressed the students on how City government works, plus explaining the various departments. Both Mike and Craig field questions from the group before the departed from the first evening session.



Week 2 of School of Government started off with a bang at the KPD Firearms Training Facility on Thursday, October 20. A flashbomb and surprise entry by the SWAT team quickly drew the attention of the students.



The City of Kissimmee and Osceola County Present



GREAT OUTDOORS DAY
KISSIMMEE-FLORIDA

KISSIMMEE LAKEFRONT PARK
201 LAKEVIEW DRIVE
SATURDAY, NOVEMBER 5, 2016
10:00 a.m. - 3:00 p.m.

**ANGLING FOR EDUCATION
TEEN FISHING TOURNAMENT**
Hosted by Teen Sport Fishing Association
and Osceola Anglers High School Fishing Club

POKER RUN
Hosted by Family Boating Association

KIDS FISHING DERBY
Hosted by FWC

CANOEING 101
Hosted by The Paddling Center of Shingle Creek

FAMILY FIELD DAY
Hosted by the City of St. Cloud
Parks & Recreation Department

LIVE MUSIC FEATURING
BRITTON HILL

**GATORLAND WILDLIFE ENCOUNTER, CASTING DEMONSTRATIONS,
INTERACTIVE ENVIRONMENTAL EXHIBITS, AWARDS, PRIZES, FOOD AND MORE!**

More Information: <http://www.osceola.org/events/great-outdoors-day.shtml>




CITY OF KISSIMMEE
1883

SAVE THE DATE!

for
**The City of Kissimmee's
Festival of Lights Parade**

Saturday, December 10, 2016
Parade starts at 7:00 p.m.
Downtown Kissimmee

For more information, please contact the
Kissimmee Civic Center at 407.518.2503

To nominate a Grand Marshal or to enter a float in the parade, visit
www.kissimmee.org/2016FestivalofLights for the proper forms.

**HAVE YOU EVER WANTED TO BE SANTA CLAUS?
HOW ABOUT MRS. CLAUS? HERE IS YOUR CHANCE . . .
VOLUNTEERS NEEDED NOW FOR SANTA CALLING!**



Wednesday, December 7 - 5:00 p.m. – 9:00 p.m.

It's that time of year again and the Parks & Recreation Department is looking for volunteers for the 2016 Santa Calling Program. For those of you not familiar with the program, each child's parent fills out a form listing their child's name, age, what they would like for Christmas, and a few other details. On WEDNESDAY, December 7 from 5:30 p.m. to 8:00 p.m. at the Parks & Recreation Administration Office, these children will receive a call from our volunteer SANTA and Mrs. Claus. There is nothing more satisfying than hearing the excitement and joy in each child's voice!! We will need 12 VOLUNTEERS from 5:00 p.m. - 9:00 p.m. Volunteers are requested to work the entire time although shifts are available. If you have any questions or are interested in volunteering your time, please contact Emily Salzman via email at esalzman@kissimmee.org or at 407-518-2345