

The Villages®

Community Development Districts

OUR CORE VALUES
 Hospitality
 Stewardship
 Creativity & Innovation
 Hard Work

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**Meeting the needs of
 The Villages community
 Residents is our
 primary objective.**

PURPOSE

To provide and preserve the lifestyle
 of Florida's
 Friendliest Hometown.

VISION

To be respected as the most respon-
 sive
 and responsible
 Community Development
 District.

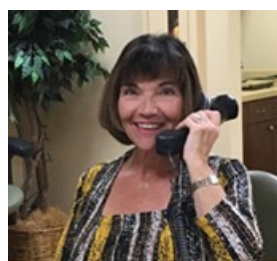
MISSION

To provide responsible and accounta-
 ble
 public service that
 enhances and sustains
 our community.

Maintaining Hospitality

It's that busy time of year and season when lots of visitors are among us. This event brings with it the added job duties of being a tour guide and ombudsman for our guests who will have so many questions! I ask each of you to keep in mind what these guests must be thinking especially those that are here for their initial visit. They are likely inquiring (and needing information) on how to navigate roundabouts, where shopping is located, and what functions are performed by their local government. Other guests are seasonal guests who are likely anxious to get back into their golf, pickle ball or one of the thousands of resident lifestyle groups. Independent of the type of guest, seasonal or permanent resident - they all look at us as their host and not just a government employee. Many do not know the right question to ask so we must assist and guide them. After all, Ben Franklin is credited with saying, "The taste of the roast is determined by the handshake of the host." We offer that proverbial handshake so let's make it a hearty welcome home to our residents, visitors and guests. Thank you Team Members!!

Richard Baier, District Manager





IN THE SPOTLIGHT...



Kathy Ernst ~ Community Watch ~ Training Coordinator



Where were you born & raised and went to school? I was born and raised in Chicago. While living in and around the Chicago area I attended public grammar school, a parochial all girls high school, and local junior colleges.

What was special about where you were from? The variety of people, so many types of ethnic foods, public transportation, the lake front with its beaches and boats and its proximity to our downtown area.

Tell us about your family, people (including pets!) I live with my husband, two ex- shelter dogs, and a 22-year-old African Grey parrot. My husband says they are all mommy's animals even though he takes good care of them. It can be a zoo. My only immediate family member from childhood is my sister. We are best friends and she comes here for 2 or 3 months each year. My other best friend of 45 years moved to Florida several months before we purchased here. I was shocked to learn that she had bought in Summerfield, 10 minutes away from my house. She has since moved into The Villages.

Hobbies? Favorite activities? Listening to music, cooking, hanging out with my husband and pets, playing board games or cards, sitting with nature.

Who has been the most influential person in your life and why? I guess I would have to say my mom. She taught me to be honest, have empathy for others and to help whenever you can. I also saw how much she sacrificed and made do with what we had

without envying others. Unfortunately, she passed away when I was only 10 so I didn't get to know her as much as I would have liked.

What's the best advice you ever received? Can't doesn't do anything because can does it all.

What is the career & training path that led you to the Districts? I retired from AT&T after 33 years. I held a variety of management and craft jobs almost all of which contained aspects of customer service. After moving to the Villages, I decided I wanted to be a Substitute Gate Attendant working any hours and days and every staffed gate in the Villages. I loved it. From there I was asked to be an assistant trainer and later was promoted to Training Coordinator.

Can you tell us about your day-to-day responsibilities? I plan training classes, create workbooks and schedule the "on the job" training for new Community Watch employees. I conduct the classroom training and participate in field refresher training when and where needed. Part of the position also is responsible for ordering and dispensing uniforms.

What is your favorite aspect of working for the Districts? Being able to add to the safety and friendliness of The Villages. Working with coworkers who have the same goals makes for a good atmosphere.

What is the most interesting thing you have ever seen? Two bison in the middle of a road holding up traffic as they butted heads and vied for the leadership role.

My favorites...Movie: Instinct, with Cuba Gooding and Anthony Hopkins...**Television Show:** PD Live or 48 Hours
Sports: Chicago Cubs or any other Chicago team in the playoffs...**Vacation Spot:** Tahiti...**Restaurant:** Golden Corral
Food: Most Ethnic food &/or Comfort food...**Dessert:** Can pass on dessert

Janibal Vazquez ~ Property Management ~ Assistant Manager/Facilities

Where were you born & raised and went to school? I was Born in Bronx, NY but raised In Miami, FL.

What was special about where you were from? Miami is special in many ways, the year around warm beaches, night life and the Hispanic culture that flows through the city makes it pretty special.

Tell us about your family, people (including pets!) I am married, going on 10 years, to my wife Carolina. We have a daughter named Alejandra and our Miniature Schnauzer Carmelo is 6 years old. My mother is a Villager which is one of the reasons we moved up to the Villages. I have one sister and one Brother.

Hobbies? Favorite activities? I enjoy playing Golf and spending time with my family.

Who has been the most influential person in your life and why? I feel that the Military was the most influential to me, because it made me the man I am today. If I have to say a person I will have to say First Sargent Ruiz was a huge part in me having a successful 12 years in the military.

What's the best advice you ever received? There is nothing you cannot do if you really want it.

What is the career & training path that led you to the Districts? I have been a leader most of my career and having a strong knowledge of Construction and real estate allowed me to grow and create a career in The Villages.

Can you tell us about your day-to-day responsibilities? I am responsible for quality control of The Villages District owned building and facilities. I assist the Facility Manager in supervising 6 DPM Supervisors, making sure all projects are complete and making sure that the high standards that The Villages require are met.

What is your favorite aspect of working for the Districts? My favorite aspect is the family atmosphere we have throughout The Villages, both in The District and with our residents.

What is the most interesting thing you have ever seen? The most interesting thing I have seen was while training in Germany in the Army. I travelled on a helicopter to Italy and the view from the sky of the country we flew over was absolutely beautiful. The other most interesting thing was also while in the service; we landed on a Navy Aircraft carrier which was so big and impressive.



My favorites...Movie: ALL Marvel movies...**Television Show:** Big Bang Theory...**Sports Team:** University of Miami Football, Miami Dolphins
Vacation Spot: St. Maarten, Cruises to the Caribbean
Restaurant: Red Lobster, Buffalo Wild Wings, In The Villages Bluefin Grill & Bar...**Food:** Love Seafood...**Dessert:** Rice pudding and Vanilla cake

REMINDER: Outside Employment Activities. Any employee engaging in any outside employment must have an approved "Outside Employment Activities" form on file. To review the policy, please see page 15 of your Employee Manual. The Employee Manual and HR Forms can be found on the District shared drive.

REMINDER

DON'T FORGET!
Sunday
March 8th!
Sunday



TO THE DISTRICT FAMILY!

Community Watch

Dennis Kenngott George Rega Joe Young
Linda Deaton Robert Foster
Steven Nigro George Taubenheim

Recreation

Daniel Bridgewater Joseph Burt Patricia Casey
Sean Murray Kimberly Straw Robin Donnelly
Jeffrey Givens Katherine Karriker Michele Keiser
Alicia Kocher Yajaira Perez Daniel Sciacchitano
Kenneth Shue Richard Stehm
Morgan Strayer Madison Tucker

Property Management

Rodney Coe Julie Davie

Finance

George Eiche

Public Safety

Megan Conatser



Current Job Openings

Are you looking for a career change, or know someone who is seeking employment? Our current job openings include:

Public Safety

Full Time Public Education Technician \$10.49 per hour

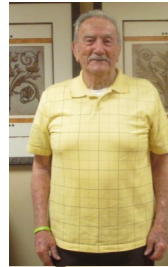
Recreation & Parks Department

Part Time Recreation Assistant \$9.93 per hour
Part Time Special Events Line Staff \$9.93 per hour

Keep an eye out for emails from Terianne Carroll, HR Administrator, for future openings with the District. If you have questions on job openings or how to apply, please feel free to call Terianne at 352-674-1905 or email terianne.carroll@districtgov.org.



**On your District Anniversary.
Thank you for your service!**



Left: John Trongon, Special Events Line Staff. Right: Jan Colom, Recreation Service Representative.



Left: Regina DeMarco, Recreation Service Representative. Right: Carmen Seebald, Recreation Service Representative.



Left: Dale Hetsko, Facility Specialist. Right: Gayle Gibson, Fitness Assistant.

Not Pictured: Deb Franklin, Director of Human Resources & Strategic Planning, Jason McInturf, Lieutenant, and Joe Schenk, Lieutenant, all celebrating 10 years of service.

EMPLOYEES ON THE MOVE



Community Watch

- **Gregory Reichard** transferred from Recreation Assistant to Gate Attendant.
- **Patricia Bledsoe** was promoted from Gate Operations Attendant to Dispatcher.
- **Valerie Gould and Joseph Young** transferred from Gate Attendant Substitute to Gate Attendant.

Recreation

- **Patricia Carey** was promoted from Recreation Assistant to Facility Specialist.
- **Ralph Strickland** was promoted from Recreation Assistant to Recreation Leader.

Finance

- **Norman Cathell** transferred from Public Safety Public Education Technician to Billing & Collection Technician.

Public Safety

- **Daniel Hayasaka and Kelsey Muller** were promoted from Firefighter EMT to Firefighter Paramedic.



MARCH



MARCH



Michael Quagliato	1	Recreation
Dominic Pascuzzo	1	Recreation
Connie Reavy	1	Recreation
Alice Lamaine	1	Community Watch
Jeffrey Loder	1	Public Safety
Ronald McCaleb	2	Recreation
John Trongon	2	Recreation
Newton Shannon	2	Recreation
Brandi Ricker	2	Finance
Shirley Sirkis	2	Public Safety
Donald Cremer	3	Recreation
Edward Dockham	3	Community Watch
Nancy Brennen	4	Community Watch
Michael Echeita	4	Community Watch
Charles Adams	5	Recreation
Jeffrey Lutley	6	Recreation
Nancy Gibson	7	Recreation
Denise Naasz	7	Recreation
Bouchaib Rharbite	7	Recreation
Thomas Phillips	7	Recreation
Donald Arney	7	Community Watch
Keith Gordon	7	Community Watch
Angel Adams	9	Recreation
Robert Montalbano	9	Community Watch
Chelsea Illeck	9	Public Safety
Matthew McCarthy	9	Public Safety
John Mabus	10	Community Watch
Michael Levy	10	Community Watch
Daniel Jacobs	11	Recreation
Stephanie Jamros	11	Recreation
Ronald Dill	11	Recreation
Edward Miklosey	11	Recreation
Thomas Wilkerson	11	Property Management
Ayako Terao	11	Finance
Jacquelyn Evans	11	Human Resources
Christopher Arrowood	12	Recreation
Molly Farrar	12	Recreation
Ronald Smiley	12	Recreation
Paula Di Julio	12	Community Watch
Thomas Morris	12	Community Watch
Jaime Cooper-Rodriguez	13	Finance
Devin Lawrence	13	Public Safety
Gerald Zingale	14	Recreation
Paula Smith	14	Community Watch
Niels Jansen	15	Community Watch
Angel Steffani	15	Finance
Robert Ward	16	Recreation
Michael Bronersky	16	Community Watch
Robert Rexroth	16	Community Watch
Gilbert Regan	17	Community Watch
Stephan Romanchak	17	Community Watch
Celeste Peloquin	17	Finance
Thomas Christian	18	Recreation
Michael Schonewolf	18	Recreation

Hugh Calvert	18	Community Watch
Bruce Greenberger	18	Community Watch
Kymberly Kovach	18	Community Watch
Jewell Edney	19	Recreation
Robert Hotopp	19	Community Watch
Michael Woomer	19	Community Watch
Dennis Bane	20	Community Watch
Brian Draper	20	Public Safety
Joseph Cordero	21	Community Watch
Richard Masterson	22	Recreation
Nancy Konz	22	Recreation
Martha Dennis	22	Community Watch
Kim Burnell	22	Finance
Kevin Flynn	23	Recreation
Jaclyn King	23	Recreation
Randall Phillips	23	Recreation
William Cron	23	Recreation
Larry Johnson	23	Recreation
Karen Haley	23	Community Watch
Perry Sumner	23	Community Watch
David Gomez	23	Public Safety
Genevieve Tetrault	24	Recreation
Marlene Berardi	24	Recreation
John Hoover	24	Recreation
John Hackney	24	Community Watch
John Tew	24	Community Watch
Deborah Sobota	25	Recreation
William O'Leary	25	Community Watch
Eugene Whitaker	25	Community Watch
Daniel DiSanto	25	Community Watch
Maeghan Frady	26	Recreation
Paul Fitzgerald	26	Recreation
Ernest Casalini	26	Community Watch
Cathy Bretz	26	Finance
John Hughes	27	Recreation
Thomas Nugent	27	Recreation
Daniel Lehman	27	Recreation
Lee Thompson	27	Recreation
Mary Vinyard	27	Recreation
Daniel Lucin	27	Property Management
Michael Birch	27	Public Safety
Andrew Esposito	28	Recreation
Vanessa Hughes	28	Property Management
Scott Grimes	29	Recreation
Kevin Cunliffe	29	Public Safety
Barbara Kays	29	Budget
William Fitzpatrick	30	Community Watch
Paul Dreher	31	Recreation
Richard Schultz	31	Recreation
Pennock Valentine	31	Community Watch
Frances Hershey	31	Community Watch
David Rutter	31	Public Safety

Happy March Anniversary! Thank You For Your Service!

Lynda Feustel	Recreation	03/28/1989	31	Jennifer Newton	Finance	03/16/2015	5
Samuel Wartinbee	Property Management	03/01/1994	26	James Dolan	Recreation	02/29/2016	4
Eugene Graney	Recreation	03/03/2003	17	Nicholas Ellis	Community Watch	02/29/2016	4
George Pezick	Community Watch	03/29/2003	17	Lawrence Forson	Community Watch	02/29/2016	4
William Miller	Public Safety	03/23/2005	15	Gary Pearce	Community Watch	02/29/2016	4
William Thompson	Property Management	03/20/2006	14	Gregory Simar	Community Watch	02/29/2016	4
Richard Grunert	Community Watch	03/07/2007	13	Timothy Bartz	Recreation	03/14/2016	4
James Neilsen	Recreation	03/14/2007	13	Julie Ferwerda	Recreation	03/14/2016	4
Barbara Kays	Budget	03/15/2007	13	Richard Harris	Recreation	03/14/2016	4
Rebecca Manserra	Recreation	03/26/2008	12	Barbara Denza	Community Watch	03/14/2016	4
Ronald Miller	Recreation	03/04/2009	11	Katheryn Ernst	Community Watch	03/14/2016	4
Shirley Cornwell	Recreation	03/18/2009	11	Lawrence Greenstein	Community Watch	03/14/2016	4
Lisa Parkyn	Recreation	03/18/2009	11	Harold Shelton	Community Watch	03/14/2016	4
Stephen Silverstein	Recreation	03/18/2009	11	Joseph Yarborough	Recreation	03/18/2016	4
John DeRosa	Recreation	03/10/2010	10	Joseph Herbst	Recreation	03/28/2016	4
David Holland	Recreation	03/10/2010	10	Robert Huebsch	Recreation	03/28/2016	4
Terry Gibbons	Recreation	03/17/2010	10	Richard Magan	Community Watch	03/28/2016	4
Kevin Kane	Community Watch	03/17/2010	10	Philip McDermott	Community Watch	03/13/2017	3
Jo Bugala	Recreation	03/31/2010	10	Douglas Pratt	Community Watch	03/13/2017	3
Mary Steinecke	Recreation	03/02/2011	9	Thomas Carlyon	Recreation	03/27/2017	3
James Mahaffey	Community Watch	03/30/2011	9	Terrone Carpenter	Recreation	03/27/2017	3
Robert Noel	Community Watch	03/30/2011	9	Thomas Cobiauchi	Recreation	03/27/2017	3
Candice Harris	Administration	03/05/2012	8	Jacquelyn Prim	Recreation	03/27/2017	3
Gregory Luginbill	Community Watch	03/05/2012	8	Robert Walker	Community Watch	03/12/2018	2
Quenton Jones	Recreation	03/19/2012	8	Angel Steffani	Finance	03/12/2018	2
Nancy Schaffer	Recreation	03/19/2012	8	Thomas Bradley	Recreation	03/26/2018	2
Kathleen Foltz	Recreation	03/04/2013	7	Ryan Founds	Recreation	03/26/2018	2
Andrew Malinosky	Recreation	03/04/2013	7	Paul Hemphill	Recreation	03/26/2018	2
Gerald Zingale	Recreation	03/18/2013	7	Robert Oswald	Recreation	03/26/2018	2
Patsy Anderson	Community Watch	03/03/2014	6	Gary Sorace	Recreation	03/26/2018	2
James Basile	Community Watch	03/03/2014	6	Edward Steward	Recreation	03/26/2018	2
Robert Culbertson	Community Watch	03/03/2014	6	Grady Williamson	Recreation	03/26/2018	2
Robert McCants	Community Watch	03/03/2014	6	Sandra Borio	Community Watch	03/26/2018	2
Ronald Smith	Community Watch	03/03/2014	6	David Showers	Community Watch	03/01/2019	1
Harold Wall	Community Watch	03/03/2014	6	Clifford Williams	Community Watch	03/04/2019	1
Jacquelyn Evans	Human Resources	03/03/2014	6	Gary Mastny	Recreation	03/11/2019	1
Carol Deyle	Recreation	03/17/2014	6	Michael Quagliato	Recreation	03/11/2019	1
Ronald Baroni	Public Safety	03/17/2014	6	William Clark	Community Watch	03/11/2019	1
Justin Boudreaux	Public Safety	03/17/2014	6	Thomas Frigo	Community Watch	03/11/2019	1
Keith Norris	Public Safety	03/17/2014	6	David Gipp	Community Watch	03/11/2019	1
Mario Flores	Recreation	03/02/2015	5	Cheryl Hoffman	Community Watch	03/11/2019	1
Debra LoMonaco	Recreation	03/02/2015	5	Terry Pyle	Community Watch	03/11/2019	1
Kurtis Mancauskas	Recreation	03/02/2015	5	Rembert Rivenbark	Community Watch	03/11/2019	1
Daniel McConnell	Recreation	03/02/2015	5	Marguerite Wolanin	Community Watch	03/11/2019	1
Anthony Prettitore	Recreation	03/02/2015	5	Pamela Webb	Human Resources	03/19/2019	1
Bryant Rooney	Recreation	03/02/2015	5	Claire Fusco	Recreation	03/25/2019	1
Joseph Beddia	Community Watch	03/02/2015	5	Martin Golden	Recreation	03/25/2019	1
Arthur Brayman	Community Watch	03/02/2015	5	Steven Newhouse	Recreation	03/25/2019	1
Bruce Brinkerhoff	Community Watch	03/02/2015	5	Victor Velazquez Jr	Recreation	03/25/2019	1
Joseph Bynum	Community Watch	03/02/2015	5	Daniel Wood	Recreation	03/25/2019	1
Donald Fitzpatrick	Community Watch	03/02/2015	5	Thomas DeBortoli	Community Watch	03/25/2019	1
Donald Gray	Community Watch	03/02/2015	5	Jamie Kennedy	Community Watch	03/25/2019	1
Joann Tucker	Community Watch	03/02/2015	5	William Scott Jr	Community Watch	03/25/2019	1
Shelli Farnsworth	Community Standards	03/02/2015	5	John Villyard	Community Watch	03/25/2019	1
William Elliott	Community Watch	03/16/2015	5				

Recognizing Our Core Values In Action!



Public Education Technicians Bob Sjogren (L) and James Ackerman (R) received several compliments for their services. "Yesterday, Bob and James came to replace my smoke and carbon monoxide detector batteries. They were very helpful and informative too.



I am very grateful that you have this service as I'm not really comfortable on ladders. Thank you so much."

"I called to report my fire alarm beeping and Jim came to the house to replace the batteries. We appreciate his time and cheerful service"

"Recently I had a gentleman from your department named Jim come into my home to install new smoke detector and carbon monoxide alarms. Employees like Jim are rare in the sense that he took his time to explain the importance of the alarms. I must say he was very knowledgeable and courteous. Thank you for this service and your dedicated employee."

Utility Billing Supervisor Brandi Ricker was thanked. "This is to thank your staff for the courtesy of calling me to advise of an excessive water usage. Brandi called me to notify me of the usage and brought it to my attention. This is exceptional to get the call and important financially as I am a retired 80 year old widow."



Patrol Driver Leo Shelko discovered a car with its rear hatch open. Community Watch contacted the owners but no contact was made. Leo closed the hatch and left a note. The owners called and were very appreciative.

Recreation Assistant Bill Bess (L) and Facility Specialist Bob Ward (R) assisted a resident during a medical emergency at the Colony Cottage Fitness Center. Bob and Bill immediately began aiding the resident while a resident called 911. Moments later EMT arrived and transported the individual to a local hospital. Quick thinking and outstanding work Bill and Bob!



District Property Management received a positive email from a Board Supervisor. "I spent some time this morning walking the Savannah Center parking lots and could not find very much trash at all. I did contact our contractor and express to them importance of removing any trash, no matter the size when they perform their contracted services. They responded today by specifically sending a crew out to do a thorough inspection and clean up of the area. Thank you."

The Staff at Rohan Recreation Center were thanked in an email. "Your team is amazing!! All of your staff at Rohan Recreation Center were so quick to respond when we needed additions and changes to our room set-up. We truly appreciated their willingness to help make our event such a success!"

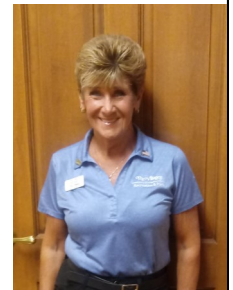
Gate Attendants Dan Angelone and Fran Ryan received a compliment from a resident. "Dan and Fran are doing a great job. They are the most pleasant people going and a delight to have at the gate. They are the best and I appreciate their great work."

An appreciation letter was received by Public Safety for **(L to R) Lieutenant Vince Walczak, Firefighter Paramedic Nichole Leonardi and Firefighter EMT Jason Lopez**. "I thought I was a do it yourself person, but when I couldn't the "fire repair" team came to my rescue. I want to thank the young lady and 2 gentlemen who came and changed my batteries yesterday. God Bless you and many thanks."



Recreation Assistant Pat Carey was thanked.

"Hope Lutheran Church would like to express our sincere gratitude for the hospitality experienced while holding our satellite Sunday worship services at Rohan Recreation Center. Our room and facilities were always immaculate and the staff was always friendly, helpful and personable to our congregation members. We especially want to recognize Pat Carey who went above and beyond every weekend. Her joyful demeanor and graciousness and professionalism made each Sunday a wonderful experience. You should be proud of the people who manage the Rohan Recreation Center and thanks again for your warm hospitality!"



Customer and Administrative Support Representative Becky Perkins was complimented in an email to Customer Service. "Please consider this a letter of commendation for Becky Perkins. As I'm sure you are aware, she is extraordinary. She was by far the most friendly and efficient member of your VCDD team. She was thorough, professional and kind throughout the entire process. And when we needed to ask a follow-up question several weeks later she was superior again. Thank you for taking the time to read this. We appreciate everyone on your staff and especially wanted to acknowledge Becky's exemplary work ethic."



Recreation Assistant Karen Rolph came to the rescue of a broken down golf cart. While driving her golf cart to work one morning Karen noticed another cart on the side of the cart path. The couple explained that both their electric cart and cell phone lost power and were in need of aid. Karen not only called their family and Community Watch, she also towed their cart to the nearest recreation center for further assistance.

Daylight Saving Tip

Ease into it. Going to bed at the same time and waking up at the same time each day is a helpful strategy year-round. However, it can be even more beneficial during daylight saving time. To help you prepare for the shift, practice going to bed 15 minutes earlier each night this week leading up to daylight saving. This will help your body's internal clock adjust to the upcoming time change. When daylight saving hits, you'll find it easier to get to bed at your normal time.

Emerging Leaders Institute Florida Recreation & Park Association

The Florida Recreation & Parks Association Emerging Leaders Institute is designed for Recreation & Parks professionals new to supervisory positions who have demonstrated promise as a future leader in the field. The institute exposes participants to critical leadership skills in preparation for future leadership positions. Recreation & Parks is proud to have six recent graduates of the program; From L to R: **Recreation Supervisors Meryl Boyd, Michael Kaiser-Sessions, Monica Lui, Julie Phillips, Ricky Spidel and Dakotah Tucker.**



Recreation Supervisor Madison Taylor led the Villages Charter High School's girls' varsity soccer team to the District Title! Congratulations & Go Buffalo!



Cardio Drumming On the Square

Recreation & Parks had Lake Sumter Landing Market Square bouncing to the beat during their monthly event, Cardio Drumming! Over 400 participates were clicking drum sticks (or wooden spoons) while exercising to their favorite tunes. Stay tuned to the next event in early March. Pictured below: **Jackie Prim, Recreation Supervisor and Mike Burleson, Recreation Facilities Manager.**



Certified Park and Recreation Professional



The Certified Park and Recreation Professional (CPRP) certification is the national standard for all parks and recreation professionals who want to be at the forefront of their profession. Attaining the CPRP designation shows that you have met education and experience qualifications, and illustrates your commitment to the profession as well as your knowledge and understanding of key concepts within parks and recreation. Congratulations to **Recreation Supervisor Monica Lui** on receiving her certificate!

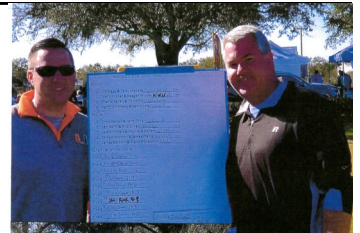
Rotary Club Annual Chili Cook-Off

Once again, Recreation & Parks had a team compete in the 23rd Rotary Club of The Villages Chili Cook-Off. Despite the cool temperatures and occasional rain, several thousand visitors lined up to taste and compare chili from over 50 booths. All money received supports charitable causes around the tri-county area. Recreation & Parks **placed 3rd** for their "Texas Red" chili and raised money for Lake Sumter Children's Advocacy Center.

Great job! Pictured L to R: **Recreation Supervisor Andrew Esposito, Recreation Facilities Manager James Pierce, Staff Coordinator Bill Skidmore and Recreation Facilities Manager Chris Arrowood.**



Recreation Facilities Managers James Pierce (L) and Chris Arrowood (R) took top honors at The Villages Hoedown Corn Toss Tournament. Congratulations!



Community Watch News

"On behalf of the Belle Aire Board of Directors, we would like to thank you, Chief Wolfe, for a great informational presentation at our January meeting. Our members were extremely pleased and appreciated your professionalism and courtesy you provided. The knowledge you provided, along with the many give-aways was a huge benefit to all. With many thanks for all your time and efforts that made our meeting a success!"

The Villages®
Community Development Districts
Community Watch



The Florida Sheriff's Association recently announced that the Villages Public Safety Department's Fire Truck won the 2020 Fire Rescue and EMS Vehicle Graphics Contest. Pictured: Award and photo of Station 51 truck.



Compliance Monitoring Site Survey

A letter from the State of Florida EMS Services regarding a recent audit at The Villages Public Safety Department. "Congratulations on your outstanding Compliance Monitoring site survey conducted by the Bureau of Emergency Medical oversight on January 16, 2020. We found no deficiencies during our site visit. Your vehicles, and service records were outstanding. Thank you for being a role model of excellence as an EMS provider in the State of Florida. Also, please extend my sincere gratitude to your staff for their assistance and for the overall contribution to your services and community. Your continued support of emergency medical services is deeply appreciated."

Welcome Baby Girl!

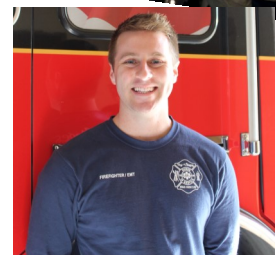
Congratulations to **Lieutenant Mike Sapp** and family on welcoming a new family member on December 31, 2019. Whitney Faith Sapp weighed in at 7 pounds and 4 ounces.



Firefighter class 20-01, hired on January 13th is almost halfway through their training. The class will be graduating on March 6th at the Eisenhower Recreation Center. The Pinning ceremony will start at 2pm and everyone is invited to attend. The class consists of **Firefighter EMTs David Atkinson, Matthew Bryant, Caleb Gilbert, Christopher Green, Timothy Fox and Christopher Parco**.



Timothy Fox



Christopher Green



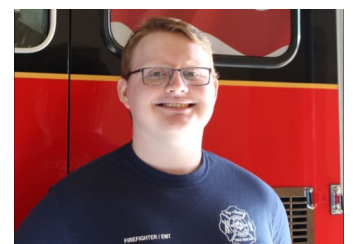
Christopher Parco



David Atkinson



Matthew Bryant



Caleb Gilbert



4th Annual Braveheart Challenge

March 28th
Brownwood
Town Square
10am-3pm

How Much Can You Contribute to a 457 Retirement Plan for 2020?

State and local government workers can contribute \$500 more to their 457 plans in 2020 than they could in 2019.

457 Contribution Limits for 2020

The maximum amount you can contribute to a 457 retirement plan in 2020 is \$19,500, including any employer contributions. For example, if your employer contributes \$5,000 for 2020, you're allowed to contribute \$14,500 to meet the annual limit. (Most plans, however, don't match worker contributions.) If you're 50 or older, your plan may allow you to contribute an additional \$6,500 as a "catch-up" contribution, bringing your contribution total to \$26,000. (The limits for 2020 are higher than those for 2019.) There's also a separate catch-up contribution that benefits soon-to-be retirees, if permitted by the 457 plan. If you're within three years of the plan's "normal retirement age," you can save double the annual limit for three years as long as you haven't maxed out your contributions in the past. If you're eligible, that brings your maximum contribution level to \$39,000 for 2020—or up to \$117,000 over three years. However, if you are eligible for both types of catch-up contributions, the IRS will only allow you to take advantage of the one that adds the most to your retirement account.

Benefits of a 457 Retirement Plan

As with contributions to a traditional 401(k) or contributions to a 401(a), money goes into a 457 before you pay income taxes on it. The pretax contributions lower your current taxable income. Meanwhile, your contributions and earnings grow tax-sheltered until you withdraw them. Unlike with the other retirement accounts, the IRS doesn't penalize you for taking early withdrawals from a 457 account before age 59 1/2. But you will pay regular income tax on all withdrawals.

"Some public employees, like firefighters and police officers, retire before age 59 1/2 because they started working in their early twenties and retire 20 or 25 years later in their late forties or mid fifties," says David Tanguay, senior vice president of client services at ICMA-RC, a not-for-profit financial services firm that manages and administers 457 plans. "A 457 can serve as a bridge until a participant is eligible to receive his or her pension or Social Security benefits," he adds. Many 401(a) plans automatically enroll workers. But 457 plans generally do not permit auto-enrollment because of state or local laws. So the first step in benefiting from this retirement vehicle is to sign up.



Best Investments for a 457 Plan

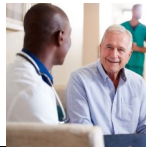
Then, do your due diligence on your investment options. Fees and other costs are always important when evaluating investments. More 457 plans are adding target-date mutual funds that take a lot of the investment decision-making out of workers' hands. With target-date funds, a worker chooses the fund whose name includes the year closest to his or her expected retirement date. So in 2020, a worker planning to retire in about 20 years would select a target-date fund with 2040 in its name. (Target-date funds typically are named in five-year increments: 2030, 2035, 2040 and so on.) These funds invest aggressively when workers are young and gradually become more conservative as retirement approaches. For example, a target-date fund meant for workers in their twenties holds mostly stocks. But investments in a target-date fund for someone nearing retirement age may be split evenly between stocks and bonds. Today, target-date funds are gaining popularity over other investments in 457 plans, says John Saeli, vice president of market strategy and government affairs at ICMA-RC. Besides target-date funds, 457 plans generally offer a lineup of index funds, actively managed stock mutual funds and fixed-income funds. They also offer managed accounts, which are professionally managed to match your financial goals and risk tolerance. If you're happy with your investment choices, the next step to boost your retirement savings is to increase your contributions as your salary increases. Unlike 401(k) plans with auto-escalation, it's not an automatic feature with 457 plans. Therefore, it's up to you to beef up your contributions when you get a pay raise or can afford to contribute more. Remember, this is a supplemental plan to your traditional pension, and even though you may not get a match, your employer has already put aside a large sum of money on your behalf.

Source: Kiplinger.com

Human Resources News

American Institute for Cancer Research (aicr.org) is committed to putting what they know about cancer prevention into action. To help you live healthier, they've taken the latest research and made ten recommendations for cancer prevention.

1. **Be a healthy weight:** Try to keep your weight in the healthy range and avoid weight gain in adult life.
2. **Be physically active:** Be physically active as part of everyday life. Walk more and sit less.
3. **Eat a diet rich in whole grains, vegetables, fruits, and beans:** Make whole grains, vegetables, fruits and pulses (legumes) such as beans and lentils a major part of your normal diet.
4. **Limit consumption of "fast foods" and other processed foods that are high in fat, starches, or sugars:** Limiting these products helps you control your calorie intake and makes it easier to maintain a healthy weight.
5. **Limit consumption of red and processed meat:** Eat no more than moderate amounts (12-18 ounces per week) of red meat, such as beef, pork, and lamb. Eat little, if any, processed meat.
6. **Limit consumption of sugar-sweetened drinks:** Drink mostly water and unsweetened drinks.
7. **Limit alcohol consumption:** For cancer prevention, it's best not to drink alcohol.
8. **Do not use supplements for cancer prevention:** Aim to meet your nutritional needs through diet alone.
9. **For mothers, breastfeed your baby, if you can:** Breastfeeding is good for both mother and baby.
10. **After a cancer diagnosis, follow our recommendations, if you can:** Check with your health professional about what is right for you.



Pamela Webb, Human Resources Manager, Deb Franklin, Director of Human Resources & Strategic Planning and Tamara Hyder, Executive Assistant, Administration fielded many questions from the many attendees of The Villages at The Villages New Resident Lifestyle Expo that was held on Saturday, February 1st.



Community Standards

Architectural Review Committee

On February 3, 2020, the Architectural Review Committee was provided a trolley tour to view newly constructed homes. This was done in an effort to showcase the architectural features that are being offered at the time of original construction in the Village of Marsh Bend, Village of Fenney, Village of McClure and Village of DeSoto. Some of the architectural features include the utilization of stone veneer, exterior lighting fixture designs, the use of exterior home paint colors, pergolas on the front of the home, banding on the home, double front doors, the different types and colors of the garage doors, the height of the walls and the dimensions for easements compared to north of 466A. A brief tour of Everglades Recreation Complex and a stop at the Fenney Recreation Center was also included. The Committee extended their encouragement after viewing the architectural features presented during the tour. Thank you to the Community Standards team, District Manager and special guest Ms. Coleen Hooper (The Villages design team) for making it such a successful tour!



On January 9th, **Deed Compliance Officer Ryan Chastain** bowled his first 300 game at Spanish Springs. The week before he rolled a 298. Way to go Ryan!



Upcoming Events in The Villages

St. Patrick's Day Festival

Friday, March 13th
4-9pm

Lake Sumter Landing

Tuesday, March 17th
4-9pm

Spanish Springs Town Square



PET EXPO

Saturday, March 28th

1-4pm

Colony Cottage



Jazz Festival

Saturday
March 28th

9:30am-7:30pm

Savannah Center

The Villages®
Community Development Districts
Risk Management

Safe Driving Practices Are Important for Saving Lives

For the first time since 2008, **the U.S. has experienced three straight years of at least 40,000 roadway deaths**, according to preliminary estimates released Feb. 13 by the National Safety Council (NSC). **About 4.5 million people were seriously injured in crashes last year** – a 1% decrease over 2017.

The Council's preliminary estimate signals a leveling off after years of consecutive rises. Discouragingly, **last year's estimate of 40,000 deaths is 14% higher than four years ago**. Driver behavior is likely contributing to the numbers staying stubbornly high. The Council's estimates do not reveal causation; however, 2017 final data show spikes in deaths among pedestrians, while distraction continues to be involved in 8% of crashes, and drowsy driving in an additional 2%.

NSC has tracked fatality trends and issued estimates for nearly 100 years. All estimates are subject to slight increases and decreases as the data mature. NSC collects fatality data every month from all 50 states and the District of Columbia and uses data from the National Center for Health Statistics, so deaths occurring within one year of the crash and on both public and private roadways – such as parking lots and driveways – are included in the estimates. **In 2019, Florida had 1737 roadway deaths which is a 3% increase from 2018.**

To help ensure safer roads, NSC urges motorists to:

- ⇒ **Practice defensive driving.** Buckle up, designate a sober driver or arrange alternative transportation, get plenty of sleep to avoid fatigue, and drive attentively, avoiding distractions.
- ⇒ **Recognize the dangers of drugged driving, including impairment from prescription opioids.** Visit StopEverydayKillers.org to understand the impact of the nation's opioid crisis.
- ⇒ **Stay engaged in teens' driving habits.** Visit DriveitHOME.org for resources.
- ⇒ **Learn how to use your vehicle's safety systems.** Visit MyCarDoesWhat.org for information.
- ⇒ **Fix recalls immediately.** Visit ChecktoProtect.org to ensure your vehicle does not have an open recall.
- ⇒ **Ask lawmakers and state leaders to protect travelers on state roadways.** The NSC State of Safety report shows which states have the strongest and weakest traffic safety laws.
- ⇒ **Join the Road to Zero to understand how safety professionals are addressing motor vehicle fatalities.** Visit nsc.org/roadtozero to get involved.

NSC has issued traffic fatality estimates since 1921.
<https://www.nsc.org/road-safety/safety-topics/fatality-estimates>

**BE SAFE.
DRIVE SMART.**



DISTRICT UNIVERSITY

Training & Development Programs: March 2020

All professional development training workshops are open to all District Staff

PROFESSIONAL
DEVELOPMENT



Class Title	Instructor	Class Info	Relevant to	Date	Time	Location
New Hire Orientation	Varied District Staff	This training session provides new employees with important information to help navigate your first 60 days of hire. A wide-range of topics are covered, including District Core Values, Mission Statement, policy & procedures, diversity & harassment training and workers compensation information.	NEW HIRES	Monday March 9 & March 23	8:00am To 12:00pm	District Offices 984 Old Mill Run Large Conference Room
CDD Orientation	Varied District Staff	This workshop helps attendees better understand what a "Community Development District" is & how it operates. Also covered - important community information regarding the people, services & supporting entities that help make up "The Villages".	All New Hires Mandatory within 30 days of employment	Every Thursday	10:00am To 12:00pm	District Offices 984 Old Mill Run
Built to Last	Deb Franklin, Director, HR & Strategic Planning	Now that you know more about what your role is within our organization, we now circle back to focus on how our District Core Values serve as a compass to guide us in providing responsive, responsible customer service, no matter what position we hold.	All New Hires Mandatory within 60 days of Employment	March 10 (Lake Miona) March 25	8:30am To 10:00am	Laurel Manor Recreation Center 1985 Laurel Manor Drive
Public Records & Ethics	Stephanie Brionez, Esq.	This class covers what information is protected under Public Records Law, how long to retain certain records, how to handle public records requests and will also touch on Government Sunshine Laws.	Mandatory for all District Staff. Attendees will be assigned by their department.	Tuesday March 17 (Board Members Only)	9:00am To 12:00pm	District Offices 984 Old Mill Run Large Conference Room
Effectively Managing Multiple Priorities	Lake Sumter State College Instructor	Learn to manage your time with this expert-led course by J. Lenora. Master the process of managing multiple priorities, including how to create and implement a plan to achieve specific deadlines. Recommended for: All Staff	Offered to all District Staff with Manager approval.	Tuesday March 24	9am-12pm & 1pm-4pm	District Offices 984 Old Mill Run Large Conference Room
Respecting Differences Respecting Others	Angela Pattillo, Training Administrator	This course focuses on respecting others and the value that their differences bring to our community. It also serves to help reinforce our core values of hospitality and stewardship. Topics include refreshers on appropriate behaviors in the workplace.	All Staff	March 2, 3	1pm-3pm	District Offices 984 Old Mill Run Large Conference Room
				March 3, 10, 16, 27, 30	9am-11am	District Offices 984 Old Mill Run Large Conference Room
				March 16, 27, 30	12pm-2pm & 3pm-5pm	District Offices 984 Old Mill Run Large Conference Room
			VPSD Staff	March 17, 18	9am- 11:30am	VPSD Training Room
			VPSD Staff	March 19	9am-11am	Colony Cottage 510 Colony Blvd.

Department Director's should determine which staff members should attend mandatory workshops & notify those individuals so that they can register. Staff members interested in attending a workshop should request from their Department Director or immediate Supervisor permission to attend a workshop.

To Register:

- **All Community Watch staff:**
Contact **Sharon Gwin (352-750-8201)**
- **All Finance staff:**
Contact **Linda Sojourn (753-0421)**
- **All Recreation staff:**
Contact **Anita Douglas (352-674-1800)**
- **All other District staff:**
Contact **Human Resources** Angela.Pattillo@DistrictGov.org