



# difference

AN EMPLOYEE NEWSLETTER

SEPTEMBER 2008



## open enrollment for 2009

By James Miller

It's that time of year again—when state employees and retirees make important decisions regarding health insurance and other benefits. Open Enrollment runs from September 22 through October 17 and allows us the opportunity to choose from a list of plans for health and insurance benefits. During this period, we can add or change benefits including health, dental, life and vision insurance, which returns as an option.

The Division of State Group Insurance (DSGI) employees coordinate Open Enrollment, and negotiate with vendors to provide the best plans at the best prices. They redesigned this year's easy-to-read benefits guide, so members make informed decisions without being overwhelmed, and are traveling around the state to benefit fairs, educating employees about the available benefit options.

"Open Enrollment is a chance for DMS employees to ensure their families are protected," said DSGI Director Michelle Robleto. "Not all employees have the same family needs and responsibilities. That's why we encourage everyone to take the time to determine which plan is best for them and their family."

The MyBenefits Web site, [www.MyFlorida.com/MyBenefits](http://www.MyFlorida.com/MyBenefits), helps employees choose the best plan. It features a number of online tools, including cost calculators and comparison of multiple plans.

Take time to carefully review your information and select the best plan and coverage for your family. This decision is an important one and we encourage you to take an

active role in getting the most out of your benefit options. Any changes made during the Open Enrollment period in October take effect January 1, 2009.

"Our team works hard providing state employees with different options as well as help in the decision-making process," said Robleto. "I hope everyone takes advantage of the resources available to them and makes the necessary changes to ensure their family's protection."

Enroll on the People First Web site anytime between September 22 and October 17. To speak to a representative, contact the People First Service Center toll free at (866) 663-4735.

*Editor's note: Printed copies of the August newsletter listed the dates incorrectly. Open Enrollment for 2009 runs September 22 through October 17.*



# from the secretary



"Larry the Lobster" meets Secretary South on her dive in August.

*Photo courtesy of Barry Eager, Phantom Films of Florida [www.phantomproductionsofflorida.com](http://www.phantomproductionsofflorida.com)*

Call it what you will – Fay, Gustav, Ike. No matter the name, fear or uncertainty is all the same when you can't control things. It makes me think about my scuba dive in Brevard last month. I am an experienced diver, but even under ideal conditions, you don't always control the circumstances. While descending to 85 feet my mask flooded completely, leaving me without full vision on the way down. I didn't panic, followed the rules during descent, stayed with my buddy, and did what I was trained to do. The results? A great, safe and productive dive.

The same thing applies for storm prep: don't panic, follow the rules (established policies, COOP and Emergency Operations Center instructions), keep informed and do what we are trained to do. The reward is a safer Florida.

What are the other things we can control? This month launches open enrollment, when you have the opportunity to choose your benefits for 2009. Again, take action and be prepared. You can't really control your health (although taking care of yourself helps), but you can take a good long look at what you or your family may need in the future. Whether it is saving money for a rainy day or choosing your health care benefits, do what you can now, so that when the storms come you are ready. The reward is a healthier, happier you!

Let's keep our heads in the game and focused on what we can control. I know we can handle it if we stick together.

## 2008 Priorities

1. Develop HR practices that recruit, retain, develop, recognize and reward employees making DMS a workplace of choice
2. Improve our contract management abilities
3. Create a strong strategic plan for each program area
4. Create world-class performance by focusing on our core competencies
5. Improve our quality of services by measuring what matters

### **DMS SERVICE MOTTO**

We Serve Those Who Serve Florida

### **DMS SERVICE VISION**

Engaged Employees; Satisfied Customers

### **DMS SERVICE MISSION**

Providing Smarter, Better, Faster Services

### **OUR SERVICE PROMISE**

To Serve with CLASS

**C**ommunicate Concerns Immediately

**L**isten, Learn and Grow Together

**A**ct with Integrity and Honor

**S**trive for Greatness

**S**erve with a Servant's Heart



# meet

## Michelle Robleto

Director Division of State Group Insurance (DSGI)

### Just what does the DSGI director do?

The division itself is responsible for putting together the best possible group of benefits products for state employees and retirees at the best possible price. We also want to help people understand benefits options as they make their choices. My job is to support the division so we can accomplish those goals.

### What takes up most of your time each day?

Most of my time consists of working with the DSGI team on contract and auditing issues, and taking care of customer concerns.

### What is the best thing about your job?

Knowing we provide a benefit that is vitally important to people's health and well-being.

### Where are you from originally and how did you land at DMS?

I'm an Army brat, so I've lived all over. I started as a Presidential Management Intern. After that, I worked for Blue Cross Blue Shield for 12 years. When we moved to Florida I ran the state's Health Insurance High Risk Pool, and I came to DMS about a year ago.

### What motto/phrase/advice do you try to live by?

My mother always taught me, "Do unto others as you would have them do unto you." I believe we should all look out for one another. When dealing with staff members and customers, I always try to treat them the way I would like to be treated.

### What is a unique or startling fact about you that people may not know?

I've done three marathons; one at the Marine Corps, one in Delaware (running through dead corn fields in the middle of winter) and one at Disney.

### What's the last book you read or movie you watched?

The last book I read was *The Shack*, by William P. Young. My husband and I borrowed our neighbor's grandchildren so we could see *Horton Hears a Who*.



Michelle Robleto, DSGI, brings in cake each month to celebrate her team's birthdays. For September she brought "Dixie Double Decadence."

# DMS in Daytona Beach



Left to right: **Dave Corley**, **Bob Thrift** and **John Purcell**

The 97,304 square foot Daytona Beach Regional Service Center (RSC) opened in July 1989 and is home to approximately 350 state employees. Nearly 750 visitors do business with state agencies located in the facility; tenants include the Departments of Children and Families, Elder Affairs, Corrections, and Business and Professional Regulation, and the Agency for Persons with Disabilities.

The state purchased the property from Volusia County in 1985. The original building there was the Mainland Senior High School (formerly known as Daytona High School), from 1909 to 1985 when it was demolished. To commemorate the high school, the Mainland Alumni Association donated a monument of the original cornerstone from the school, which is mounted in the main courtyard.

**John Purcell**, Facility Manager, has worked with DMS for 17 of his 22 years with the state. **Dave Corley**,

Assistant Maintenance Services Superintendent, oversees onsite day-to-day operations. He has been with DMS 10 years and the state 15 years. **Bob Thrift**, Maintenance Mechanic, has been with DMS four years, and is retired from the federal government where he was the District Manager of Power Systems with the Panama Canal Commission.

In 2004, Hurricanes Charley, Frances and Jeanne each impacted the Daytona Beach area over a six- to seven-week period, causing thousands of dollars in damage to the RSC. Lessons learned from these hurricanes led to a much needed resealing project at the facility in July 2006.

John, Dave and Bob all agree that their greatest challenge is providing customer satisfaction for the tenant employees they serve on a day-to-day basis; and their greatest reward is accomplishing that ... which is often! Way to go!

## DMS Travel Tip

File your receipts in an envelope when you travel. When you charge travel costs on a P-card, give the original receipts to your P-card approver and attach a copy to the travel reimbursement form. When you pay by personal credit card or cash, submit original receipts with the travel reimbursement form. Include a contact name and phone number on travel reimbursement forms you submit to Finance and Accounting in case the travel auditor needs more information to process the request. If you have questions, contact June Berley in Finance and Accounting at [June.Berley@dms.MyFlorida.com](mailto:June.Berley@dms.MyFlorida.com)



# diversity details

## Storm Ready

By Melissa Leon, Office of Supplier Diversity

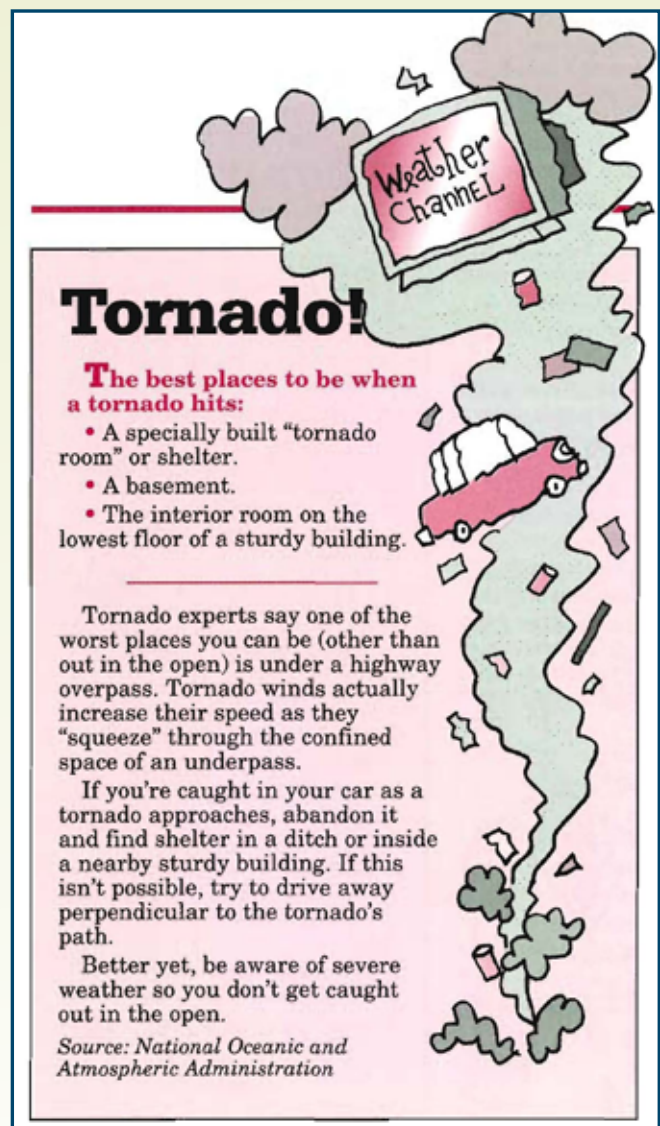
Just as gas prices were going down and Florida's business owners were looking up, Tropical Storm Fay moved across the state leaving a muddy, mangled mess that business owners must now try to clean up. And, with more storms on the way, that may be easier said than done.

But while cleaning up may be a chore, rebuilding businesses after a disaster may be the right time to incorporate techniques to prevent future disaster damages. One way business owners can do this is to check with their local building officials or planning and zoning administrators, to see whether their businesses are at risk and learn how to protect themselves in the future.

Another thing business owners – and all of us – can do is read the Federal Emergency Management Agency's (FEMA) book on disaster awareness, *Are You Ready? An In-depth Guide to Citizen Preparedness*. This updated book provides a step-by-step approach to disaster preparedness by explaining how to learn about local emergency plans, identify hazards that affect your local area, and develop and maintain an emergency communications plan.

As we brace for more stormy weather this season, we encourage all business owners and individuals to be safe, prepared, and above all,

ready. Copies of *Are You Ready* are available through the FEMA publications warehouse at (800) 480-2520 or download a copy at [http://www.fema.gov/pdf/areyouready/areyouready\\_full.pdf](http://www.fema.gov/pdf/areyouready/areyouready_full.pdf).





# DEPARTMENT OF MANAGEMENT SERVICES

## august accomplishments

- **Florida Retirement System** – Three new customers joined for a total of five new agencies that joined or rejoined between July 1 and August 31, 2008.
- **Tallahassee Area Chapter of the National Institute of Governmental Purchasing 16th Annual Florida Government Purchasing Conference and Expo** – Participated in event with workshops and vendor one-on-one sessions. Secretary South spoke during the opening ceremony and led a very successful town hall meeting.
- **MyFloridaMarketPlace Customer Satisfaction Survey Results** – Survey results for the performance of MyFloridaMarketPlace indicate 93 percent of customers are “moderately” to “very satisfied,” up two percent from last year.
- **Open Enrollment** – Completed the drafting, design and printing of the active employee and

retiree benefits guides to give members plenty of time to make informed choices for their 2009 benefits. Hosted a three-hour, live demonstration “Open Enrollment Kick-Off Meeting” for human resource professionals and benefit managers.

- **STEPS Contract** – Awarded the multi-vendor SUNCOM Telephony Equipment Premise Service (STEPS) contract to Cisco, Avaya, Nortel and Siemens adding managed service and Service Level Agreements to commodity equipment purchases.
- **SUNCOM** – Signed up eight new customers.
- **Office of Supplier Diversity** – Distributed the online newsletter, **OSD Link**, to more than 4,000 women and minority business enterprises.

We collect accomplishments from each division at the end of the month. Contact your supervisor if you have something to add to the monthly report.

## Going & Green tip

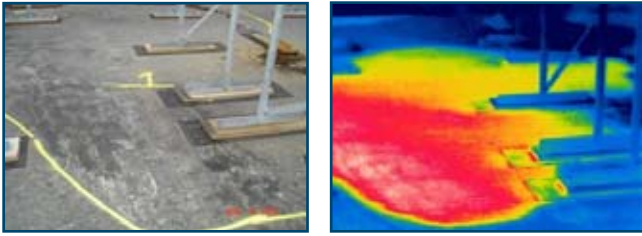
Many household cleaners are considered “household hazardous waste (HHW).” It’s important to dispose of these properly; visit <http://earth911.org/household-items/> for tips. Common Cleaning HHW Products:

- Oven cleaners
- Toilet cleaners
- Shower cleaners
- Drain cleaners
- Wood and metal polishers
- Laundry bleach
- Pool chemicals

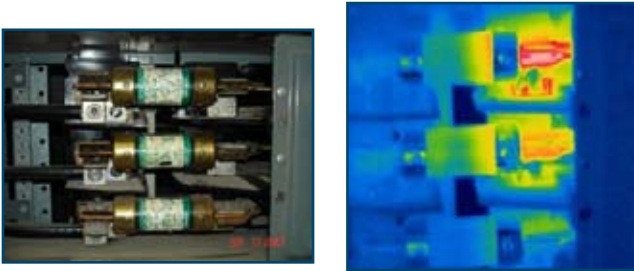
It’s best to avoid buying HHW products when possible, and use natural alternatives. The Environmental Protection Association has “recipes” for possible natural cleaners online. See page six of the EPA’s scavenger hunt for kids [www.epa.gov/OGWDW/kids/wsb/pdfs/682.pdf](http://www.epa.gov/OGWDW/kids/wsb/pdfs/682.pdf). Remember while they may be environmentally friendly, they are not safe to eat or drink.

# DMS happenings

## Enhanced Technology for DMS



Roof surveys find wet insulation inside, invisible to the naked eye.



Electrical scanning prevents unplanned, costly downtime and reduces fire risk.

The Central Electrical Response Team, supervised by **Rick Watson**, added an Infrared Thermography Camera to its list of diagnostic tools. Infrared cameras are useful for non-destructive regular maintenance for buildings DMS manages. Seeing heat with an infrared imaging camera makes it possible to make necessary repairs or changes before they become problems.

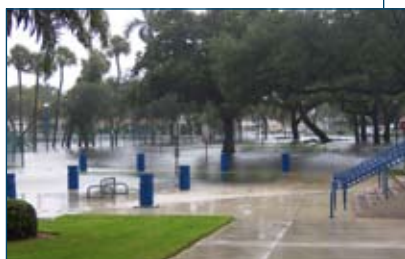
Every facility demands more from existing electrical systems, which increases the hazards of overload or thermal electrical fault or failure. This camera allows DMS electricians to see potential trouble areas and take action to prevent serious electrical or thermal failures.



Emma Houston, daughter of **Amy Houston**, Real Estate, started kindergarten Aug. 18, at Imagine School at Evening Rose.

Moore's Creek near the DMS Benton Building rose as Tropical Storm Fay traveled through Fort Pierce.

Thankfully they didn't need to use sandbags! Photo courtesy of **George Kassees**, Facility Manager.



**Melissa Leon**, Office of Supplier Diversity, looks at the damage after Tropical Storm Fay dropped a 100-foot tall oak tree on the back

of her family's home. Everyone was safe and they could stay in their home. The next day a disaster relief team from the Florida Baptist Association Chapter at Faith Baptist Church arrived to help with clean-up. "We were so blessed. If it had fallen backwards, it would have split the house in half and we would be homeless today," Melissa said.



Aida Vera, right, proud mom of daughter Samantha Rhodes.

**Aida Vera**, Real Estate, Trammell Building, Tampa, and her two children had an exciting summer! Samantha Rhodes graduated from the University of South Florida/ Tampa Aug. 9 with a Bachelor of Science degree in accounting. Aida's son, Benny W. Rhodes, Jr. graduated from the University of Tampa/Tampa May 9 with a Bachelor of Arts degree in history with a minor in accounting.

Benny completed the first phase of his training at Officer Candidate Training Aug. 9, and was commissioned as a 2<sup>nd</sup> Lieutenant in the United States Marine Corps.



Benny Rhodes' girlfriend, Lindsey Price, and his Marine Corps captain pin him with his Lieutenant bars.

## Births



Big sister Brionna, age six, adores new baby sister Andreanna Mya Faith Tribue, born July 27 to **Rachel Tribue**, Retirement. Grandmother **Lynell Joiner** works in the Real Estate division. Congratulations!

Congratulations to **Arleatha Bronson**, CITS, who gave birth to daughter Jakayla Aug. 27. Mother and daughter are doing great. Enjoy your new bundle of joy, Arleatha!



**Antigone La Voie**, Retirement, and Donald Hamm Sr., welcomed baby boy Antwan Terrell Hamm, born July 21, pictured here Aug. 25.



**Mark and Denise Sadler**, Retirement, welcomed their first-ever "granddonkey," born Aug. 18. Little Chicklett has her mother's ears!

## Retirements

**Christine Boczarska**, Retirement, retired Aug. 29 after 26+ years of dedicated service with the state. She plans to garden, and travel to Italy and to visit family. She also plans to continue with the Tallahassee Community Chorus and do home renovations.



The Real Estate division said "Happy Retirement" to **Shara Englishby** and **Marie Davis**. Thank you both for your service to the State of Florida.

## Engagements

Congratulations to **James Miller**, Communications, on his recent engagement to Angela Thompson. Tropical Storm Fay will always hold fond memories for those two!

## New Hires/Farewell

### Retirement New Hires:

**Maura Callahan**

**Nicole Marciano**

### Real Estate New Hires:

**Gwyndalyn Smith**

**Darlene Simmons**

**Lamar Smith**

**Herbert James**

**Tamasha Williams**

**Zachariah Robinson**

### Administration:

We said farewell to **Barry Krauss**, Chief Learning Officer, and **Terry Kester**, Deputy Secretary CITS. Barry returned to the Washington, D.C. area and Terry accepted a position with AEIT. All the best to you both!

**Lee Barfield**, CITS, left DMS for his dream job as a firefighter! The Division of Real Estate surprised Lee with a farewell brunch. Good luck, Lee, and stay safe!



**Lee Barfield** with his parents, **Ann Barfield**, Administration, and **David Barfield**.

## Employment Anniversaries

**Una McConnell**, Administration, celebrated 25 years with the state Sept. 6. We are happy you're with us, Una!



# SHOUT OUTS

## **Donna Williams,**

Retirement, sends a Shout Out to the staff at Division of Retirement for working extra hard to get the job done when employees are out for sick or annual leave.

She is also proud of her son, Miguel, age 13, (pictured first on the left, middle row) and his baseball team, the Panhandle Panthers from Grand Ridge, the 2008 Dizzy Dean World Series champions.



**Stephen M. Bardin,** Retirement, thanks DMS Human Resources and others who worked to withhold payroll taxes for DMS employees who live in Georgia and report to the Georgia Department of Revenue, an excellent example of DMS providing excellent customer service.

E-mail from a vendor to the

## **MyFloridaMarketPlace staff:**

*I would like to say what a nice, helpful, patient and kind staff you have. The day I registered with the State of Florida was a day to remember. Our server was down and I had to go to the public library to get online. My computer experience was limited. My cell phone signal was weak. I felt lost! Then, Tania T. of vendor support answered the line. I lost the signal several times. Every time I called back - believe it or not - she answered the phone. She walked me through the process with such patience, kindness and support. I cannot tell you how much I appreciate Tania T! She takes customer service to a new level. Since that day I've randomly gotten her on the phone (like today). I didn't realize it was her. I only recognized her through her demeanor. At the end of our task I asked her if she was the lady who registered me when I was at the library. She said she thought so. I wanted to let you know that she really makes your department shine!*

Broward College thanks **Mark Foss**, State Purchasing, for his efforts to keep them updated on the protocols and the progress in awarding the Apple Computer Product Line state term contract. *I sincerely appreciate you going the extra steps to keep me advised, so I am able to communicate with all concerned parties at the college. With your diligence to provide this important information,*

*the college saves a lot of time and money, trying to find out info from the vendor directly...A Big "ups" to DMS and your entire team.*

**Jeff Milligan**, Real Estate, sends regular storm updates to customers. **Jean Calderwood**, Facility Manager of the Alachua Regional Service Center, and Department of Corrections IG Officer, Ed Rawls, appreciate them!

*Jeff, thanks for providing the incident updates. I forward copies to my ARSC agencies and safety committee members and as you can see from Dept. of Corrections IG Officer, Ed Rawls' message below it is very helpful to others as well. Even when a storm does not impact us directly, we are often indirectly impacted since we have several regional offices housed here, which become a command post and during previous storms had to be staffed 24/7.*

*Jean Calderwood*

*Jean,*

*I like these briefing reports. There is a huge amount of information in them and since my region covers from Taylor to St. Johns counties and north to Duval and Madison, this is VERY useful. I would like to get these as often as they come out for this and future storms if you think about it.*

*E.G. Rawls, Jr.*

**Henry Garrigo**, DMS FEIL Coordinator, thanks the entire DMS FEIL Team. This group helped with coverage of the Florida Emergency Information Line (FEIL) for Tropical Storm Fay. FEIL is a critical piece of emergency management and the State Emergency Response Team. Their assistance helped us meet Florida citizens' needs.

Team 1 members worked the phones:

**Adrienne Bowen**  
**Jim Foster**  
**Harry Halley**  
**Allison Norman**  
**Mindy Rudd**

**John Covington**  
**Fidel Gonzalez**  
**Sandra Lipner**  
**Jonathan Rakestraw**  
**Bond Thornton**

# september birthdays

Wilford Dorsey	1	Jeffery East	18
Sandra Martin	1	Melissa Owens	18
Bond Thornton	2	Mike Weber	18
Helen Garye	2	Nicole Gravier	18
Kevin Waters	3	Gene Sims	19
Taz Colao	3	Emma Walker	19
Kris Parks	4	Steve Eaton	19
Betty Ann Hurst	4	Jo Ann Jones	20
James Roberts	5	Tiffany Robison	20
Scott Simmons	6	Steve Bardin	20
Eric Swanson	6	Stephanie Miller	21
Arlene Folsom	7	Samuel Jones	21
Laura Kerney	7	Eddie Dorsey	21
Eric Newhall	8	Becky Day	21
Martha Balboni	9	Roberta Carter	21
Tony Garcia	9	Cheryl Gilliam-Greene	22
Rick Whitney	9	Tyrone Billington	22
Fausto Rubio	11	Tom Long	23
Cheri Holliday	11	Jamie Cliburn	23
June Berley	11	Debra Roberts	24
Wanda Lee-Jackson	11	Todd Gunderson	24
Sam Gardner	11	Donna O'Steen	25
Kasey Bickley	12	Robert Parker	26
Sybil Morris	13	Danita Gallmon-Johnson	26
Emory Goosby	14	Gary Hall	27
Curtis Carroll	14	Danny Hall	27
Jermaine Dozier	14	Brenda Jackson	28
Linda McDonald	14	Madeline Powell-Avila	28
Denise Sadler	15	Kimberly Kemp	28
Janice Gardner	15	Linda Tyre	29
Jeremiah Gee	16	James Finch	30
Phylis McClelland	17	Kenneth Moore	30

## Happy Belated August Birthdays

Christopher Walker	4
Debbie Goodson	7
Ronda Pearson	8
Rachael Lieblick	9
Michael Bailey	15
Cheryl Fleming	20
Jim Foster	22
Ishante (LaToya) Hunter	23
Gail Hart	24
Lila Dyer	25
Ellen Potts	25
Kelly Stovall	30
Jim Den Bleyker	30

Are you or someone on your team celebrating a birthday? E-mail us at [Communications@dms.MyFlorida.com](mailto:Communications@dms.MyFlorida.com) so we can include it in our next newsletter.

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Team 2 members for being ready, willing and able on standby:

**Cindy Aaron**  
**Maya Green**  
**Patti Harrison**  
**Betty McGovern**  
**JD Solie**  
**Linda Tyre**

**Trey Collins**  
**Billy Harrison**  
**Wanda Lee-Jackson**  
**Joanna Price**  
**Cathy Smith**  
**Sandie Wade**

Thanks to **Donna Smith**, State Purchasing, and **David Wiggins**, Real Estate, who taught the Aug. 26 Red Cross CPR/AED and First Aid class. Congratulations to all nine participants who passed!

**Cindy Aaron**  
**Henry Garrigo**  
**Latoya Hunter**  
**Rob Reiding**  
**Terry Wallace**

**Debbie Burch**  
**Debbie Henderson**  
**Brenda Jackson**  
**Kelly Stovall**

# Announcements

## DMS 2008 Employee Picnic & Baking Contest

Join the DMS Leadership Team at our annual employee picnic Thurs., Oct. 23, 11:30 a.m. to 1:30 p.m. near Shumard Oaks Boulevard. Bring your dessert for the baking contest to Conference Room 260K by 9:30. Judging starts at 10:00. Include two pieces of paper: one with your name and division plus the name of your dessert, and one with only the name of your dessert. We announce the winner at the picnic, and all employees enjoy all the desserts!

**Celebrity Judge for the baking contest!**  
This year's honorary judges include Governor Crist's Chef Joshua Butler.



**Sarabeth Snuggs** (right), Director Division of Retirement, and **David Faulkenberry**, DMS Deputy Secretary (not pictured), presented the "Thank You Cards" to their employees by the pond at their Winewood location in Tallahassee. **Chris Carswell** (left), Retirement, looks happy to receive his!

## Outstanding Customer Service

The results of the latest customer satisfaction survey results revealed that more customers are "extremely satisfied" with our performance. Forty-four percent of our customers are "extremely satisfied," an increase from 42 percent last quarter. That means employees received a \$25 restaurant gift card thank you performance reward. Secretary South is "proud to recognize your efforts to satisfy our customers."

She went on to say, "You also know me well enough to know that it doesn't end here. I am thrilled to celebrate this accomplishment while encouraging all of you to keep on keeping on. Our success begins here; let's continue to improve how we serve our customers."

**44 %**  
of our customers  
are "extremely  
satisfied," an  
increase from  
42 percent last  
quarter!!

## Mentoring And Volunteering In Tallahassee

Thanks to everyone at the CCOC in Tallahassee who donated school supplies for our two "DMS schools": Nims and Fairview middle schools. If you are interested in helping as a mentor or a volunteer, contact

**Sebrina John** today at [Sebrina.John@dms.MyFlorida.com](mailto:Sebrina.John@dms.MyFlorida.com) or (850) 488-5177.



## Southwood Shared Resource Center

Due to legislation passed in the 2008 regular session, the state's data center changed its name to the Southwood Shared Resource Center (SSRC). It is in the same location on Shumard Oak Boulevard at the Capital Circle Office Center in Tallahassee. The legislation transferred management of the SSRC from DMS to a board of trustees made of customers with equipment housed at the facility. DMS continues providing administrative support to **Cathy Kreiensieck** and her team, who remain DMS employees. Team SSRC houses vital computer programs, data and equipment for the State of Florida.

## Real Estate Customer Work Order Request System

August 2008 – 1,943 work orders submitted. Most common requests:

Lights Out	351
Custodial Issues	218
Air Conditioning (HVAC) Issues	262

Of those work orders, 864 completed customer satisfaction surveys and 38.5 percent indicated they were "Satisfied," with 60.5 percent "Extremely Satisfied." Thanks to all staff members who work hard each day to complete these work orders to our customers' satisfaction! Please help us track customer satisfaction by filling out the survey when you receive acknowledgement that your request is complete. We appreciate your input.





## Recipe of the Month

### *Creamy Lemon, Mushroom, Shrimp and Rice*

1 bag Success rice  
1 tablespoon olive oil  
1-16 oz. jar mushrooms  
Onion and chive-flavored  
cream cheese  
1 pound shrimp, peeled and  
deveined  
2 cups spinach leaves  
¼ cup water  
1 tablespoon lemon juice  
½ cup shredded Parmesan cheese

Prepare rice according to package directions. Heat oil in skillet over medium-high heat. Add mushrooms, and cook until golden. Stir in cream cheese until melted.

Add shrimp, spinach and water—cook until heated through. Fold in cooked rice, lemon juice and more water (if needed). Top with Parmesan cheese.

Submitted by **Barbara Kirkland**, Public Employees Relations Commission



#### Newsletter Team

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