



Bay County Currents

A publication for, about and by County employees

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Focus On... Benefits Open Enrollment

Each year the Office of Human Resources provides a period for Open Enrollment that allows for any insurance changes, new enrollments or cancellations for the coming year. This includes your health, dental, vision, life and long term disability insurance, as well as other things such as your Flexible Spending Account, Health Savings Accounts, Deferred Compensation, etc.



Open Enrollment for 2017 will take place from **Monday, October 17 through Monday, October 31, 2016**. Attend the **"Know Your Benefits"** meetings held in October prior to the Open Enrollment period so you will be prepared to file your required paperwork during the designated window. We will be handing out 2017 employee benefit packets at these

meetings. After Open Enrollment closes, changes must comply with established procedures and/or law for each program.

Mike Nelson

District I

George B. Gainer

District II

William T. Dozier

District III

Guy M. Tunnell

District IV

Philip "Griff" Griffiths

District V

Commission Meetings

October 4, 2016

October 18, 2016

9:00 a.m.

Bay County
Government Center

"Know Your Benefits" Meeting Schedule

Date	Time	Place
Wednesday, October 5th	8:30 a.m.	EOC - Emergency Services
	10:30 a.m.	Solid Waste
	2:30 p.m.	Utilities
Thursday, October 6th	4:00 p.m.	Roads and Bridges
	9:00 a.m.	BOCC Chambers
Friday, October 7th	1:00 p.m.	Retirees (HR/Risk Training Room)
	3:30 p.m.	Parks and Rec
Monday, October 10th	7:00 a.m.	AWT (Tyndall)
Monday, October 10th	8:30 a.m.	Library
	2:00 p.m.	BOCC Chambers

OPEN ENROLLMENT— Monday, October 17 – Monday, October 31, 2016

Bay County Human Resources

Page 1 of 2



OPEN ENROLLMENT– Monday, October 17 – Monday, October 31, 2016

Benefit Fairs for All Employees

Date	Time	Place
Tuesday, October 18th	9:00 a.m. to Noon	Bay County Government Center, 3rd Floor
Wednesday, October 19th	1:30 p.m. to 4:30 p.m.	Roads and Bridges
Friday, October 21st	8:30 a.m. to 10:30 a.m.	EOC (No Vendors at this Event)

At the first two Benefit Fairs, representatives from current payroll deducted insurances/programs will be available to employees. As an added benefit, we will also be offering free flu shots for everyone currently on our health insurance plan and \$20.00 flu shots for everyone else.

Those employees on our insurance must bring their FL Blue Health Insurance Card to receive the free flu shot.

You can click on <http://www.baycountyfl.gov/hr.php> to look at all forms for Open Enrollment. You will find a Summary of Benefits Coverage for our 2017 health care plan, as well as information on other coverages.

Due to legal requirements, every employee with County insurance will be REQUIRED to sign the 125 Election Form and Compensation Redirection Agreement, even if you have no changes to your benefits coverage.

As always, we are here to assist you. Please don't hesitate to contact us at 248-8201 with any questions you may have.





Bay County Administration



The Bay County Commissioners Declared ...

September ...



...Thank A Cop Month.

The Florida Probation Service started a campaign called "Thank a Cop Today".



...Library Card Sign-Up Month.

We encourage everyone to sign up for a library card today.



EMPLOYEE SATISFACTION SURVEY

In November, we will be conducting a county-wide employee survey in order to gain a better understanding of employee morale and satisfaction at Bay County. Your opinions are important to us, and this survey will provide an opportunity for you to express those opinions.



We look forward to your participation!



Bay County Administration



Coffee Chat



As we finalize FY 2016 and we welcome FY 2017, I want thank everyone that has come to the Coffee chats and shared their input with myself and Ken. The September Coffee Chat input will be on the next newsletter. Below is a list of action taken based on previous input:

1. Employee's CDL licenses are now paid by the County.
2. Emergency Services Uniform changed as of October 1, 2016.
3. Paid Time Off will be effective on January 1, 2017.
4. Sick leave Pool policy was updated and will be effective January 1, 2017.
5. Emergency Services Radios were reprogrammed and the radio panic button is functional.
6. CareerSource is the County's Career Counselor. If you would like to continue your education, please contact HR department.
7. Safety vest and safety shirts are now in place for employees to use in the field.
8. The new hire health care process was updated making new employees eligible for health care sooner.
9. Employees can now see their pay stubs by going to:
<https://eac.spihost.net/bac/eac5brd/Login.aspx>
10. Nonsmoking employees eating area outside of Government building is finished.
11. County Employee Events and Activities Committee is set in place. John Bland is the President. Stay tuned for upcoming events.

Sincerely,

Bob Majka



Veterans Services



VETERANS DAY

HONORING ALL WHO SERVED

On November 11th the Bay County Board of County Commissioners along with Bay County Veterans Council will be celebrating Veterans' Day with a parade and ceremony. *Details may be found on the Bay County web site;* however, if your department would like to participate in this year's parade, please feel free to contact Vickie at the Veterans Service Office for a parade application at 248-8280. This is a great way to honor our Veterans and have fun at the same time. *(No political campaigning please)*



Bay County Shooting Range GRAND OPENING!

Saturday, November 19, 2016 * 9:30 a.m. to 4 p.m.
10900 Steelfield Road * Panama City Beach, FL 32413



Featuring Gould Brother's Exhibition Shooting Show
FREE Live Exhibition Shooting Shows at 10 a.m. and 3 p.m.

Grand Opening Ceremony 9:30 a.m.

Followed by Gould Brother's LIVE exhibition shooting show! 10 a.m. and 3 p.m.
(Map of how to get there)

Free to the Public * Open to all Ages *
For more information, call 850-233-5005

Hands-On Activities for Youth and Adults starting after 10 a.m. Exhibition Show:

FREE Youth Activities:

- Archery Range
- Daisy BB Gun Range
- K-9 Presentation
- Smokey Bear
- Bounce Houses

FREE Adult Activities:

- Hunting Rifle Sight-In Stations
- Marksmanship (rifle) challenge
- 5-Stand Shotgun Shooting
- Pistol/Rifle Shooting Stations
- Sporting Clays Introduction (25-rounds ammo required)





BAY COUNTY TEAMWORK



Bay County General Services, Solid Waste, Mosquito Control and the Waste to Energy Facility (incinerator) have extended the waste tire amnesty program to run until the end of the year. This program allows the general public to take up to ten (10) tires a day that are off of the rim to the incinerator free of charge. Commercial haulers and businesses will be charged a tipping fee. This program is designed to help clean up Bay County of waste tires and remove mosquito breeding sites around homes. Waste tires are the number one breeding ground choice for the mosquito that can transmit **Zika**. So far in just one month this program has generated the disposal of over 1,360 tires at the incinerator through the help of residents, code enforcement and mosquito control. I say thanks to everyone involved and to the public for their help also. People working together like this are the reasons why Bay County is a great place to live and work.

Fred T. Wakefield, Bay County Mosquito Control

**REMEMBER TO DUMP AND DRAIN
ANY STANDING WATER**



Tuesday, October 18, 2016

9:00 a.m. to Noon

Bay County Gov't Ctr, 3rd Floor

Wednesday, October 19, 2016

1:30 to 4:30 p.m

Roads & Bridges



Parks & Recreation Division

The 2016 Bay County Haunted Hayride will be held on October 21st & 22nd (Friday & Saturday night). We still need volunteers. Please call Parks & Recreation, we will be glad to sign you up!



Here is what we still need:

- 1 person at the front gate for Saturday night
(you open & close the gate)
- 1 Tech person for both nights *(to operate a DVD player & projector)*
- 2-3 people as burn victims both nights
- Zombies for Cemetery & Zombie Encampment both nights
- Guides & Drivers for both nights
- Crowd Performers for both nights

The County Volunteer Incentive...

-If you work (2) two nights (min of 6 hours per night)

-You will receive 2 incentive days

-If you work (1) one night (min of 6 hours)

-You will receive 1 incentive day

-If you work the Pumpkin Patch (3 hours)

-You will receive ½ day incentive



Don't forget about the drawing for the Yeti & Lit coolers! One drawing is for County employee volunteers for a chance to win the Yeti cooler and one drawing for Non-County volunteers for a chance to win the Lit cooler. At the end of each night (when the ride is finished) and as you sign out, place your name in the drawing. You can ONLY sign yourself out and ONLY enter yourself in the drawing. For two chances to win, work both nights!

Again, we would like to thank "Sunjammers" for donating the coolers!

Beginning October 10th thru October 14th, Sheila Faries in Purchasing and Sherry Bush at Harder's Park will be pre-selling Hayride armbands for employees & family. Armbands prices are: \$1.00 for 6 years & under and \$5.00 for 7 years & up.

**To sign up to volunteer, please contact
Janie Lucas at 784-4065 or jlucas@baycountyfl.gov.**

2016 Bay County Haunted Hayride



Bay County Emergency Services



The Optimist Club of the Beaches awarded their
2016 Firefighter of the Year Awards.
Trey Baur received the award for
Thomas Drive Fire District.
Salem Imhof-Grier
received the award
for the West End Fire District.
Congratulations to these awesome
#BCFR Firefighters.

BAY COUNTY FIRE RESCUE AWARDED \$760K TO HIRE 6 NEW FIREFIGHTERS

Beginning in February 2017, Bay County Fire and Rescue will staff Sand Hills Station 9 with career staff. The Sand Hills Station was previously staffed with Volunteer Firefighters. Thanks to a Staffing for Adequate Fire and Emergency Response (SAFER) grant, the station will now be staffed 24/7 with career firefighters.

The purpose of the SAFER grant is to provide funding directly to fire departments and volunteer firefighter interest organizations in order to help them increase the number of trained, "front-line" firefighters or to rehire firefighters that have been laid-off.

This is the second SAFER grant awarded to BCFR. The first was used to staff Youngstown Station 11.

"We strive everyday to provide the tools and staffing needed to help our citizens," said Chief of Emergency Services Mark Bowen. "This award will be used to hire six (6) new firefighters to enable us to provide quicker response time to our citizens, increase firefighter safety, protect critical infrastructure, and improve automatic and/or mutual aid to surrounding fire departments."

The funding of the grant is approved at \$764,262.00. There is no local match for the grant.

Administration at BCFR wishes to recognize Sand Hills Volunteer Coordinator Robert Lavery and the dedicated volunteers who serve the Sand Hills District. We hope to use the full-time presence at Sand Hills Station to attract more volunteers.

Brooke Powell, Emergency Services Training and Safety Coordinator



Bay County Emergency Services

BAY COUNTY BOARD OF COUNTY COMMISSIONERS JOINS THE WEST FLORIDA LOCAL EMERGENCY PLANNING COMMITTEE (LEPC) HONORING THE 30th ANNIVERSARY OF THE EMERGENCY PLANNING and COMMUNITY RIGHT-TO-KNOW ACT (EPCRA)



Left: Captain Tim Howard and Firefighter/Technician Jay Petski show off some of the tools of the HazMatTeam.

Right: Commissioner Bill Dozier presents the EPCRA proclamation to HazMat Team Leader/Captain Tim Howard, Firefighter/Technician Jay Petski, and HazMat Grant Administrator Brooke Powell.

WHEREAS, The safe use of hazardous materials is essential to citizens, business, industry, and local governments to maintain economic stability and the public health; and

WHEREAS, The Emergency Planning and Community Right-to-Know Act (EPCRA) was passed in 1986 in response to concerns regarding the environmental and safety hazards posed by the storage and handling of toxic chemicals; and

WHEREAS, The West Florida Local Emergency Planning Committee (LEPC) recognizes the importance of protecting our communities from both accidental and deliberate releases of hazardous materials and joins the State Emergency Response Commission, and Florida's nine other LEPCs in carrying out state and federal duties to publicly promote statewide hazardous materials safety; and

WHEREAS, It is essential to increase community preparedness so that both public-sector and private-sector employees know how to safely protect themselves and those for whom they are responsible during an accidental or deliberate release of hazardous materials; and

WHEREAS, The LEPC offers awareness level hazardous materials emergency response training for firefighters, law enforcement, and other public safety personnel as well as Shelter-in-Place presentations to community groups, businesses, schools, and the general public as a means of increasing safety in the event of a release; and

WHEREAS, Citizens need to know that emergency responders, emergency management, all levels of government, schools, and businesses are working together to ensure that our communities are as prepared as possible to protect all citizens from both accidental and deliberate releases of hazardous materials,



Bay County Emergency Services



On September 26th, Emergency Services had the privilege of giving a tour of our EOC to some members of the Royal Canadian Air Force Detachment from Tyndall Air Force Base. This was a great teaching moment where we helped them to understand about hurricane preparedness and EOC activities before, during and after a storm.

As they said "We don't get a whole lot of hurricanes in Canada.", and Hurricane Hermine, as it approached in the Gulf, was a great reminder to them of how important it was to have a plan in place for their detachment and their families.

Submitted by Scott Warner



Sheriff Tommy Ford recently swore in several new deputies and Communications employees. One of the new deputies is our own Fire Captain Tim Howard.

To attain his Law Enforcement Certification, Captain Howard completed the Law Enforcement Academy at Gulf Coast State College. The Academy is a rigorous program that provides training to prepare a student for the physical and mental demands of a career as a Florida police officer or deputy sheriff. After program completion, Captain Howard passed a state examination.



Captain Howard promises he will be a fireman first, cop second!
Submitted by Brooke Powell



EMS employees Bridgette Whately, Meredith Lee, and Damon McCardle were honored along with deputies from the Bay County Sheriff's Office



Merritt Brown Middle School held a First Responder Appreciation Day September 15

APPRECIATE THAT!



Risky Business

“A Publication of the Risk Management Department”

Be Aware of Your Surroundings!

Your personal safety, including at work, is very important. If something serious were to happen to you, your family could be left without their loved one. With today’s technologically complex equipment and numerous distractions, a number of things can pull your focus away from the tasks at hand. When this happens injuries such as slips and falls, being crushed by an object, or walking into stationary equipment can cause very serious accidents.

In 2010, according to the National Safety Council, there were 738 workplace deaths due to these types of incidents, as noted above and 240,000 cases of injuries with lost time from work. If you let distractions affect you in the work environment, you can wind up getting struck by an object, getting caught in equipment, failing to move out of the way of an oncoming object, or simply be in the wrong place at the wrong time.

Your Personal Safety on the Job



Avoiding injury from objects:

- Store loose materials safely.
- Be especially careful when approaching corners and doorways.
- Have all safety devices handy and in good working order.

Survey your work area, especially in new surroundings:

- Meet any on-site personnel/security prior to starting your assignment.
- Identify potential hazards, especially electrical and other needed energy sources.
- Ensure that there is adequate space to do the job.

Review the worksite before unloading any work materials:

- Look for slip hazards, uneven surfaces, and obstacles.
- Pay attention to the elevator floor before entering.
- Check any staircases or hallways for clutter.



Do not create any new hazards:

- Watch where you place extension cords or hoses.
- Practice proper housekeeping.
- Use signs or barricades to identify any potential hazards.



When you become familiar with your surroundings you may have a tendency to overlook potential hazards. Remember to inspect your area regularly. Proper housekeeping will help keep your work area safe. Take ownership of your work area and initiate any reports of unsafe locations or practices.

A safe workplace can increase worker productivity and lower the cost of business operations. State Fund provides a variety of training tools to help you keep your workplace safe. You can reduce or even eliminate some workplace accidents and illnesses through informed planning, education, and an effective Injury and Illness Prevention Program.

Source: ©2014 State Compensation Insurance Fund **Linda Richardson**, Sr. Communications Consultant



Bay County Builders Services

Does your roof need to be repaired?



Or do you need a new roof?



Most people do not know that they need to repair or replace their roof until they find a leak. If you think about it, how often do you look up at your roof? If you are like me, you do not even know when the roof was put on, however, inspecting your roof regularly, at least twice a year, can prevent some very expensive repairs down the road. With all that being said, don't grab the ladder just yet, grab a flashlight instead and begin your inspection inside the home. Look for signs of water damage, dark spots, sagging and of course sun light because these are all signs that there is a problem.

Do you hire a licensed roofing contractor or do the work yourself?

- In most cases, the choice is yours however there are situations that require a home owner to hire a licensed roofing contractor. Is your name on the deed to the property? Is the home your permanent residence, a rental or do you plan to rent it or sell it? A homeowner can pull an owner builder permit if their name is on the deed to the property and it is their primary residence otherwise, a licensed roofing contractor must be hired.
- Another question you may want to ask yourself would be is it safe? If you have a flat roof, you may feel comfortable getting up there with no problem however, if your roof has a steep pitch or is over one story high, you may want to think about hiring a contractor.



Safety - If you choose to the work yourself or hire a licensed contractor, there are a few tips to keep you and your home safe.

- Never work on your roof alone. If you get hurt, someone needs to be there to help you.
- Wear shoes with rubber on the sole for extra traction.
- Wear a safety harness at all times.
- Make sure that the ladder you are using is on a solid, level surface to prevent it from slipping out from under you.
- If you hire a contractor, make sure he is licensed in Florida and for how long. You can search any licensed



- contractors on DBPR (*Department of Business and Professional Regulations*) and get this information or you can call your local building department and we can look them up for you.
- Ask to see his current liability and workers comp insurance and if they can't show you, do not hire them because it leaves you open to a lot of risks.
- Always get a written contract and follow up with the building Department to ensure necessary permits were pulled before and inspections were done after.

Submitted by Stephanie Davis, Builders Services



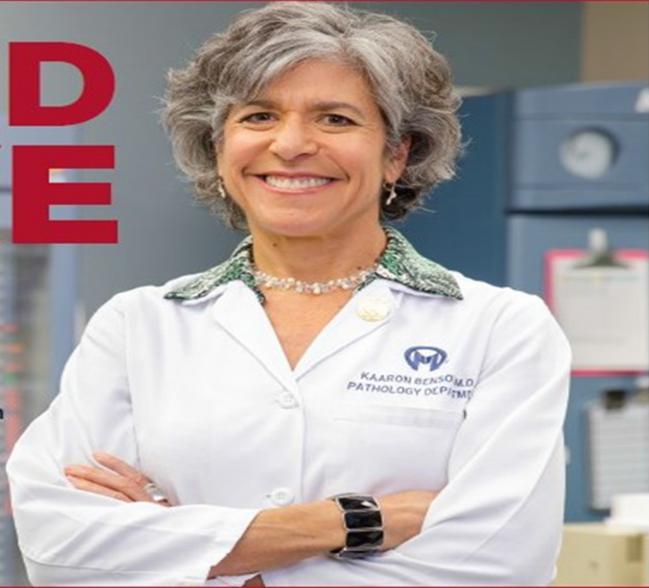
Bay County Human Resources

Share Your Story. Share Your Power. Save Lives.

BLOOD DRIVE

"When you donate there is a wonderful feeling of giving to those in need. Without volunteer blood donors we would not be able to save many cancer patients."
 – Dr. Karron Benson

To see how blood donations help cancer patients and to share your story, visit IamOneBlood.org.



YOU DON'T HAVE TO BE A DOCTOR TO SAVE LIVES.

**Bay County Employees
 Tuesday, October 11th
 7:30 am until 3:00 pm**

**Bay County Government
 Building 3rd Floor**

Please call Terri Pierce or
 Maria Westfall at 248-8201
 to make appointments

**Bay County Roads &
 Bridges Wednesday,
 October 12th**

9:00am until 4:00pm

Please call Cathy Taylor or
 Kim Barbero at
 248-8812 or 248-8818
 to make appointments

All donors will receive a OneBlood t-shirt and a wellness checkup including blood pressure, temperature, iron count and cholesterol screening.

1.888.9.DONATE (1.888.936.6283)
oneblood.org



ID Required





Service Anniversaries



Birthdays

5	Cooperative Extension Div	Psikogios, Janet A.
5	Fire Services Division	Crane, Joshua D.
5	Fire Services Division	Pearce, Alex R.
5	Fire Services Division	Tuzhanskiy, Oleh
5	Water Systems Division	Nolind, Raymond D.
10	Fire Services Division	Pettis, Craig C.
10	Fire Services Division	Vigil, Marcus A.
15	Code Enforcement Div	Ashman, Katherine K.
30	EMS Division	Miller, William S.

Donald P. Werbacher	Cory B. Welch
Richard R. Roberts	Donald C. Murray
Brent E. Gibson	Howard S. Whitfield
Stephen W. Dykes	Todd M. Valdez
Wayne B. Comeau	Joel G. Oquendo
Robert G. Cotton	Robert P. Edmunds
Michael A. O'Neal	Steven K. Cupples
Patrick J. Peters	Keith A. Bresnahan
Lynn M. Elliott	Chase T. McClellan
Raymond J. Seibold	Samantha L. Rodia
Joseph D. Reid	Karen E. Grindle
Kelly B. McKinney	Walter J. Jordon
David W. Falk	Lauren D. Brunson
Ashley N. Adams	Terri L. Pierce
Sara H. Wells	Joel H. Jackson
Wayne A. Gilmore	Kelly J. Guillory
Dakota C. Millican	David E. Geldert
Edward A. Warren	Michael B. Kelley
Salem J. Imhof-Grier	Denis L. Peregoedov
Willis L. Smith	Edith F. King
Edward R. Youngblood	Jenny A. Martinez
David W. Morrison	Gabriel W. Moschella, Jr.
Scot M. Thorpe	Seth H. Imhof
Brandon R. Polkowski	Michael E. Anderson
Dennis W. Stanley	Vonda L. Hester
Glenn E. Ogborn	Zachary E. Lassiter
Adrian K. Lewis	Cristi L. Karr
Meredith D. Lee	Oleh Tuzhanskiy
Michele E. Seal	Mack J. Pitre
Cheryl A. Faulk	Kimberly P. Shoaf
Joseph D. Volpi	



New Hires

David Mertes - Wastewater Systems
Richard Roberts - Wastewater Systems
John Wheat - Engineering Division
Justin Holtzclaw - EMS



See
page 2
for
information...

Hear Ye, Hear Ye!!!



The Events & Activities Committee...

...was formed from conversations in our "Coffee Chats". We are excited to get started with a series of events to show our appreciation and look forward to your participation in future endeavors. Committee Members are, John Bland, Valerie Smith, Wendi Sellers, Amanda Fox, Vonda Hester, Mike Miller, Judy Poston, Jim Faulkner. We look forward to your ideas and feedback, as we move forward together.



BE ON THE LOOK OUT

for announcements on upcoming events.

S *STAY TUNED...*

"Bringing out the best in each other!"



**KEEP
CALM
AND
GET YOUR
FLU SHOT**

***Early Voting
for the General Election
is Oct 29-Nov 5th
From 7am-7pm
*Election Day Nov 8th**



Big Thanks to the
EVENTS &
ACTIVITIES
COMMITTEE
for the wonderful

Snack Packs!



Troy University is a proud partner of the Bay County Chamber of Commerce (FL). The partnership offers tuition discounts to all full-time employees of the Bay County Chamber of

Commerce (FL) and the full-time employees of active members of the Bay County Chamber of Commerce (FL). Discounts are applicable to all University degree programs and certificate programs, at all University locations including eTROY online offerings. Proof of eligibility is required. Please visit here for additional information regarding programs, tuition, etc.

Benefits include: 10% tuition reduction scholarship and FREE applications for admissions. All Bay County employees are eligible for this.

<http://www.troy.edu/partnerships/bay-county-chamber-of-commerce.html>

Matthew Wright

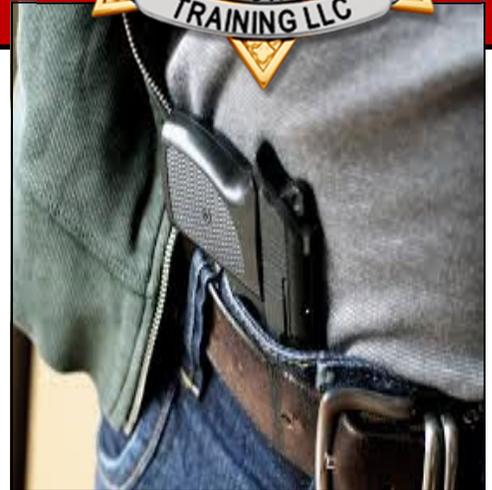
850-257-1574 (Work Cell) 850-283-4449 (Tyndall Office) (T-Th) 850-747-0634 (Panama City Office) (M & F) TROY Tyndall AFB Area Coordinator

Visit Heritage Gun Works, LLC
www.Heritagegunworksllc.com



Conceal Carry Weapon & Active Shooter: The First 5 Minutes

- We offer firearm safety classes for your Florida concealed carry weapon permits.
- Our instructors are active and retired law enforcement officers who are CJSTC certified and NRA certified firearm instructors.
- Our classes include the concealed weapon application packet and passport photos.
- Firearms and ammunition are also provided for the class.
- We will also assist you in filling out the application correctly and a notary will be available at no extra charge.
- You do not have to own a gun or weapon to take this class



**All for
the low
price:
\$65.00**

To Sign Up Call\Text:
Tom Harris 850-527-1629 or
Brian Blalock 850-381-1672
Call For Dates and Times.
Weekend and Evening Classes

Free Class When You Bring 5 Paying Participants

Tuesday, October 18, 2016

9:00 a.m. to Noon

Bay County Gov Cent 3rd Floor

Wednesday, October 19, 2016

1:30 to 4:30 p.m

Roads & Bridges.





Grayson Anthony Nolind

Born August 25th,
8lbs 1oz, 20.75"
Proud Father,
Raymond Nolind
(Water Plant)



James C. Tucker
(*Wastewater Div*) married
Brittany L. Fler
9/12/16!

FALL DECORATING



IDEAS

The Autumn Journey of Red Drum

Page 1 of 2

By L. Scott Jackson ,UF/IFAS Extension Bay County, Florida Sea Grant Extension Agent

Cool mornings this week reminded everyone fall is just around the corner. This subtle change in temperature inspires many of us to behave differently. It's actually enjoyable to be outside again. Now, it's easier to relax and drink a morning cup of pumpkin spice coffee on the porch or maybe take a brisk evening walk. These slightly cooler days not only announce the end of the dog days of summer but cue the natural world.

One of the most fascinating stories in nature unfolds this time of year. Red Drum or Redfish (*Sciaenops ocellatus*) are some of the most well-known and easily identified predators of the bay flats and marshes – But did you know these prized game fish can tell time? They don't have calendars or watches but sense and respond to changes in water temperature and to the length of daylight and night time hours. Our calendar says September while their calendar says time to feed, migrate, and reproduce.

In the fish world, reproduction is known as spawning. It takes about three to four growing seasons for a red drum to mature and spawn. A mature four-year-old fish is about 28-inches in total length from head to tip of the tail. This size fish is critical to the continuation of the red drum population. This is one of the main reasons why fisheries managers regulate the number of 27 or 28-inch red drum caught. Limiting the number of this size redfish supports sustainable recruitment so there will be fish for years to come. Learn more about red drum fishing regulations by visiting Florida Fish and Wildlife at <http://myfwc.com/fishing/saltwater/recreational/red-drum>



Red Drum are easily identified by their false eyespot located on the tail. Often, the tail and false eyespot break the water surface when red drum feed in shallow water. Shrimp and crabs are favorite food items of hungry red drum. Photo courtesy of NOAA. <http://www.photolib.noaa.gov>

When mature, red drum leave the nursery grounds of back bays and bayous, moving to inlets and passes. This time of year, groups of spawning red drum may occur in entrances of the bay.

Notable members of Sciaenid or drum fish family include red drum, black drum, Atlantic croaker, and seatrout. Males have muscle fibers they vibrate against their swim bladder. The swim bladder is a hollow air filled sac fish use for buoyancy or depth control. When the muscle “strikes” the hollow sac a drum or drumming noise is created. The larger the fish the greater potential for noise. Male red drum often drum while spawning which generally occurs from sunset to sunrise.

In red drum hatcheries, light and temperature mimic the outside world and controlled spawning to support stock enhancement programs. In the hatchery, the drumming noise is loud and sounds like a bass drum being struck in rapid succession for about 10 seconds and then repeated. In the natural environment, Sciaenid drumming is so distinctive that researchers use hydrophones to locate and study fish species like seatrout and red drum.

While some fish species take care of their young and produce a few nurtured offspring, red drum overwhelm the odds of survival through sheer numbers. During the two month spawning season, red drum spawning aggregations can produce millions of eggs each night. According to Louisiana Sea Grant, one female red drum can produce 1.5 million eggs in one night or 20-40 million per female each spawning season!



Spawning also occurs at the height of tropical storm season.

Red drum eggs float on a tiny droplet of biologically produced oil that can be carried long distances by wind, waves, and water. In successful recruitment years, eggs and hatching red drum larvae make a journey into the most protected and productive portions of the bay or estuary in less than a week. Seagrass and submerged shoreline grass provide cover and protection. After rain and storms, adjacent land provides nutrients that naturally fertilize the bay waters. In response, algae and zooplankton bloom just in time to create the perfect first fish food for hatching red drum. The timing of red drum reproduction and survival is precise and elegant!

Juvenile red drum spend their next three to four-years growing to spawning adults, before migrating and starting the reproduction cycle over again.

Quick Facts: According to Texas Parks and Wildlife the oldest red drum ever recorded is 37 years old. The state record in Florida for red drum landed is just over 52 pounds and was caught near Cocoa in Brevard County, FL. A red drum caught in 1984 off the North Carolina coast holds the world record for largest red drum ever caught, 94 pounds!

An Equal Opportunity Institution. UF/IFAS Extension, University of Florida, Institute of Food and Agricultural Sciences, Nick T. Place, dean for UF/IFAS Extension. Single copies of UF/IFAS Extension publications (excluding 4-H and youth publications) are available free to Florida residents from county UF/IFAS Extension offices.



Bay County Public Library

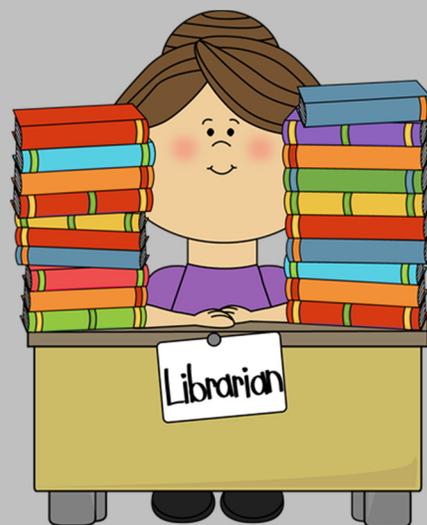
Back to the 80s



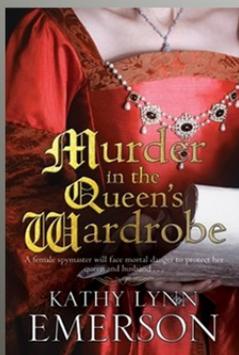
When: Oct. 29th
1-4 p.m.

Where: Bay County
Public Library

Activities:
Music, trivia,
memorabilia,
snacks, a
costume contest,
and a movie!



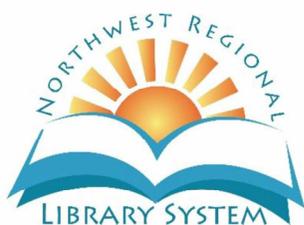
History Club



Meeting: Nov. 7th
@ 10 a.m.

Where: Bay County
Public Library
Meeting Room

Book: "Murder in the
Queen's Wardrobe"
by Kathy Lynn Emerson



Bay County Public Library

898 W 11th St • Panama City, FL

(850) 522-2100

www.nwrls.com





Bay County Public Library

Bay County Public Library Youth Services

STORYTIME



Tuesdays
@
9:30 am

Book Babies

(Birth-17 months with caregiver)

Sept. 6, 2016-Dec. 13, 2016

**No Program November 22nd*

Tuesdays
@
10:30 am

Terrific Tots

(18-36 months with caregiver)

Sept. 6, 2016-Dec. 13, 2016

**No Program November 22nd*

Thursdays
@
10:30 am

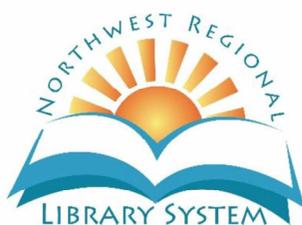
Read, Rock & Rhyme Time

(Ages 3-5)

Sept. 8, 2016-Dec. 15, 2016

Walk-Ins Welcome!

**No Program November 24th*



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