



Employees' Advisory Council



to continually improve the Pinellas County classified employees' quality of work life

Approved by the EAC

Employees' Advisory Council – Representative Meeting Minutes

County Office Annex, Room 429, Clearwater, FL

Wednesday, January 15, 2020, 2:30 p.m. – 4:30 p.m.

Prepared by Leena Delli Paoli

Call to Order

The EAC Representative meeting was called to order at 2:30 p.m. by Vice Chair Charles Toney.

Approval of Minutes

- The December 18, 2019 Representative meeting minutes were approved after an amendment to the wording of the Bullying Investigation with a motion by Donna Beim, seconded by Linda Cahill. Approved by all. Motion Carried.

Comments from Holly Schoenherr, Director of Human Resources

- Benefits Committee – Kelly Faircloth will chair the Benefits Committee. Most members of the committee have been identified; one Appointing Authority left to identify a member. The Appointing Authorities collectively set the direction of the Benefits Committee.
- Pinellas County Government Career Expo is scheduled for February 4, 2020 at St Petersburg College EpiCenter. Attendees are invited to bring their resumes and meet with hiring managers about current and future openings.
- ComPsych has been replaced with Optum. The change increases employee options and doctors. Employees are encouraged to contact Benefits with specific questions or issues.
- Questions asked by various Representatives:
 - Exit Interviews – Are exit interviews still taking place? Answer – Not all Appointing Authorities do exit interviews. Human Resources sends out an email after the employee leaves, however the response rate is low. Responses from the completed surveys are forwarded to the department.
 - Merit Pay – Why is the current plan that Appointing Authorities presented not the same plan that was originally presented by HR? Answer – HR's original proposal was looked at along with other ideas. Appointing Authorities are still in the planning stages and continue to look at new ideas.
 - Comments In FACE – Why can't employees see what is written about them in FACE? Why are they only just finding out about comments during their review? Answer – Comments in FACE replaced previous tracking methods such as notebooks. Employees may request to see any comments in FACE by asking their Supervisor or submitting a records request to HR.
 - Job Postings – Continued questions were asked regarding the Friday close date for job listings. HR has stated on multiple occasions that the Friday close date is so that if an applicant waits until the last day to complete an application and they encounter issues there will be someone available to assist them. The question was then asked if the close date could be extended to Monday to allow the additional weekend and anyone who encountered an issue could contact HR on Monday. Sarah Pizzino from HR stated that changing the close date would require a change to the date allowed for the Veterans Preference response time.

Personnel Board Comments

- The Personnel Board did not have a January meeting.
- The Employee Termination Appeal scheduled for February 6, 2020 has been moved to the March 5, 2020 meeting

Comments from Carole Sanzeri, Sr. Assistant County Attorney

- Florida Sunshine Law – Carole came to speak with the Representatives regarding the Florida Sunshine Law; Florida Statute 286.011.
 - Carole reminded the members of the council that we are a Sunshine body, and therefore cannot have conversations outside of a noticed meeting regarding anything that may come up for a vote.
 - A member who knowingly violates the provisions of FS 286.011(3)(a-b) is guilty of a misdemeanor and is subject to a \$500.00 fine and/or 60 days in jail

Old Business

- Grievance Panel – Reminder that the EAC is responsible for keeping the list of Grievance Panel members full.
 - Leena Delli Paoli will send out an email that she sent to her sections regarding the Grievance Panel to all members of the Council
- Goals/Initiatives List – Goals and Initiatives were discussed. The council discussed the benefits and costs of items that were received, and we are continuing to look at these as well as additional items. No goals/initiatives have been set at this time.
- Merit Pay – Discussed the pros and cons to the merit pay system that Appointing Authorities are considering.

Adjourned

Ashley Skubal made a motion to adjourn at 4:55 p.m., seconded by Kevin Connelly.

Lisa Arispe	Donna Beim*	Linda Cahill*	Richard Carvale	Kevin Connelly*
Leena Delli Paoli*	Henry Gomez*	Bill Gorman*	Maggie Miles*	Clarethia Monroe*
Marion Nuraj*	Randy Rose*	Ashley Skubal*	Christian Steiermann*	Charles Toney*

*EAC Representatives in attendance at this meeting.