

Unified Personnel Board  
Pinellas County  
June 2, 2022 Meeting Minutes

The Unified Personnel Board (UPB) met in regular session at 6:30 PM on this date in the County Commission Assembly Room at the Pinellas County Courthouse, 315 Court Street, Clearwater, Florida.

Present

Joan M. Vecchioli, Chair  
Ricardo Davis, Vice-Chair  
Peggy O'Shea  
Kenneth Peluso  
William A. Schulz II

Not Present

Jeffery Kronschnabl  
Paul Rogers

Others Present

Kimberly Crum, Director of Human Resources (HR)  
Jennifer Monroe Moore, Ogletree, Deakins, et. al., P.C., Board Counsel  
Lisa Arispe, Employees' Advisory Council Representative  
Sarah Rathke, Board Reporter, Deputy Clerk  
Other interested individuals

*All documents provided to the Clerk's Office have been made a part of the record.*

**CALL TO ORDER**

Chair Vecchioli called the meeting to order at 6:30 PM; whereupon, she led the Pledge of Allegiance.

**CITIZENS TO BE HEARD**

None.

## **EMPLOYEES' ADVISORY COUNCIL (EAC) REPRESENTATIVE**

EAC Representative Lisa Arispe presented the following topics:

- Commissioner Seel spoke at last week's EAC Delegate meeting
- Inconsistent compensation adjustments given by certain Appointing Authorities
- Personnel Rule 3 clarification progress

Responding to a query by Ms. Arispe, Ms. Crum indicated that she is in the process of meeting with each Appointing Authority regarding Personnel Rule 3.

## **CONSENT AGENDA**

Mr. Peluso moved that the minutes of the Joint UPB and Appointing Authority meeting held on March 7, 2022, be approved; whereupon, the motion was seconded by Mr. Davis and passed unanimously.

Ms. O'Shea moved that the minutes of the regular meeting held on April 7, 2022, be approved; whereupon, the motion was seconded by Mr. Davis and passed unanimously.

## **INFORMATIONAL ITEMS**

### HR Update

Ms. Crum referred to the *HR Update* document included in the agenda packet and provided highlights regarding the following items:

- Introduction of a new Employee Communications member
- Various internal role recruitments
- HR In-Service Day and team building events
- Strategic Planning
- Cigna Onsite Resources
- Wellness education opportunities and initiatives
- Compensation and classification area activities
- Transition to HR SharePoint
- County-wide external website updates
- Oracle Performance Evaluation development
- Organization and Talent Development (OTD) lead opportunities
- Turnover rate metrics
- County representation at career fairs held in the community

Ms. Crum invited Vashonda Evans and Tywana McGee to the podium; whereupon, they shared their experiences as group leaders during the HR team building event meant to

address the results of the Employee Voice Survey and responded to queries and concerns by the members. Ms. Crum emphasized that many HR staff members had important roles during the event; and that a priority list is being created from the recommendations received.

#### Action Taken Under Authority Delegated by the Personnel Board

Ms. Crum referred to the report in the agenda packet and related that there are a number of adjustments due to the completion of Phase One of the Board of County Commissioner's backlog.

### **TERMINATION APPEAL**

#### Ryan Goshay V. Pinellas County Public Works

Responding to a query by Chair Vecchioli, Attorney Moore provided a brief overview of the proceedings leading up to the appeal hearing and indicated that she has been in communication with the appellant this morning; and that he notified her this evening that he was at the building but didn't know where to go and she provided verbal directions to the fifth floor. She related that staff has since confirmed that building security has not spoken with him; and that a search of the perimeter of the building could not locate him anywhere near the vicinity.

Attorney Moore explained that the Board may proceed with the appeal hearing in the appellant's absence, as the burden of proof lies with the appellee; that the appellant has not requested a continuance; and that the appellant may move for a reconsideration of the appeal within seven days of his receipt of the Board's findings, and discussion ensued with input by County Attorney Jeff Klein, representing the appellee.

Chair Vecchioli requested a recess and indicated that staff would continue their attempts to contact the appellant; whereupon, Mr. Peluso made a motion to take a short break, which was seconded by Mr. Davis and passed unanimously.

*The UPB was recessed at 7:12 PM and reconvened at 7:48 PM.*

Attorney Moore provided an update, indicating that during the recess, staff was able to speak directly with Mr. Goshay; that Mr. Goshay conferred with Attorney Klein and the parties have agreed to a resolution of the matter; and that Mr. Goshay has confirmed in writing the withdrawal of his appeal.

Responding to a query by Mr. Peluso, Attorney Moore stated that a motion to accept the withdrawal is not necessary; and that the withdrawal was sent by email, which was forward to Ms. Sellards for inclusion in the case file.

**ADJOURNMENT**

Chair Vecchioli adjourned the meeting at 7:49 PM.