



Employees' Advisory Council

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



Employees' Advisory Council – Representative Meeting Minutes

315 Court St, Clearwater, FL, 4th Floor Clerk's Conference Room

Wednesday, October 19, 2022, 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 2:35 p.m. by Chair Lisa Arispe. A quorum was present.

Comments from Kimberly Crum, Director of Human Resources

- Hurricane Ian – It was amazing to watch county employees work before, during and after the storm.
- Class and Compensation – Auditing to make sure that every employee gets the correct pay increase
- HR SharePoint – New Website will be up after this weekend. The site should be more user friendly.
- Supervisor Bootcamp – The first session of supervisor bootcamp was rescheduled for October 25th, and it will end in December.
- Training Courses – 995 employees took 67 available courses both online and in-person. 338 employees took courses using ULearnIt.
- Biometric Screening – Biometric Screenings are due by December 20th.
- Diversity Committee – We are still in progress of developing a committee. We want to make sure that everyone is on the same page before it starts.
- Open Enrollment – Open Enrollment begins November 1st. Based on the total package, Pinellas County is rated number 1, however, individually our dental plan was lacking. This year two additional plans are being offered for dental.
 - The HMO will allow pediatric dentistry up to age 13, after that they require general dentistry
 - Employees and their spouses can attend a benefits session and/or an Aflac session
- Training Courses – If your department is interested in having specific training in office, you may contact OTD to place a request.
- Question – Will there be an increase for Tuition Reimbursement? Answer – there is a subcommittee of the BAC that is looking at tuition reimbursement.
- Question – Are people allowed to bring their children into the office to sell items at work; like for fundraisers? Answer – Departments have a no solicitation policy. You would have to refer to the policy for your department.

Comments from Rodney Marion, Employee Relations & Workforce Director

- Merit Increases – We have to have measurable goals and expectations. The process needs to be data driven.
 - Departments will look different based on what they do.
 - By January or February, Supervisors should be able to begin talking to employees about their goals and expectations
 - Question – How does this affect merit overall? Answer – Every Appointing Authority would have their own calculation process. When we get to a point where money is offered, the money would be the same.

- Exit Interviews – The new BCC process for conducting exit interviews is going well. We are getting a lot of valuable feedback.

Personnel Board

- Elections – The EAC selects two representatives to sit on the Personnel Board. Representative William Schultz' term is up in December.
 - William Schultz will remain the EAC Representative on the Personnel Board with a motion made by Leena Delli Paoli and seconded by Tami Maloney. Approved by all. Motion carried.

Old Business

- EAC Elections – BCC Group 8 is the only section that will have a vote. All others ran unopposed.
 - The election will run from November 28th to December 9th
 - The EAC Elections Committee will meet on December 12th verify the results.
- EAC SharePoint Site – Lisa Arispe verified with the Personnel Board that the EAC does not need permission to create our own SharePoint Site. Lisa has a meeting scheduled with Camille and Irena from HR and two BTS employees to begin working on this project.
 - Setting up our own SharePoint site will take time.

Maggie Miles made a motion to adjourn at 4:33 p.m., seconded by Jeff Albenzio.

*EAC Representatives in attendance at this meeting:

Jeff Albenzio*

Lisa Arispe*

Donna Beim

Zach Bloomer*

Kevin Connelly*

Leena Delli Paoli*

Katiah Fitzpatrick*

Henry Gomez*

Bill Gorman*

Lora Kyle-Woodall*

Tami Maloney*

Clarethia McClendon*

Maggie Miles*

Randy Rose*

Charles Toney