



# Employees' Advisory Council



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

## Employees' Advisory Council / Appointing Authorities Meeting Minutes

315 Court St, Clearwater, FL, 4<sup>th</sup> Floor Clerk's Conference Room

Monday, December 5, 2022, 2:00 PM – 3:30 PM

Prepared by Leena Delli Paoli

### Diversity Committee

- After the last EAC / AA meeting, in March, the Diversity Committee was presented to the EAC as a response to our Juneteenth suggestion, however, we have asked for updates since then and none have been given. We would like to know what the status is.
  - Several Appointing Authorities have met and discussed the committee to define the scope. This is something that we are still working on.
  - Question – Will the diversity committee be specific to Pinellas County employees or do you envision it including the community? Answer – The committee would be specific to the employees of Pinellas County.

### Lateral Movement Through Pay Ranges

- In 2019, the EAC presented the Appointing Authorities with a PowerPoint Presentation on Merit Pay; while we still don't have a merit pay program, some positive changes have been made. Even with these positive changes, it is still taking a long time for employees to reach the mid-point of their pay ranges.
- The EAC would like the Appointing Authorities to look at other ways to help move employees through the pay range. Some ideas are career ladders and special merit; some but not all positions have career ladders.

### Discipline Rule 6 Revisions

- The EAC has been looking at Discipline Rule 6. We went through and discussed each of the current rule violations, and discussed possible changes. Along with the help of Rodney Marion, BCC, and Maria Ciro, HR, we are looking at restructuring the list of violations so that they are easier for everyone to understand and locate; this should also reduce the appearance of "stacking" when hearing notices are provided to employees.
  - We plan to have our completed proposal ready for the next EAC/AA meeting.

### EAC SharePoint Site

- The EAC is working with BTS to develop our own SharePoint site, separate from HR.
  - Currently if an employee is looking for the EAC Site or an Employee Advocate, they must go through HR and they are provided a list of three advocate names to contact.
  - The new SharePoint site will allow employees to reach the EAC and Advocates directly. This should streamline the process and allow an Advocate who is available to reach out to an employee instead of the employee having to try and figure out who is available.
    - This will also allow the employee to answer many of the standard questions that are asked prior to the advocate contacting them, which should help that process go smoother as well
  - Once the site is up and running we will present it to the Appointing Authorities and the Personnel Board

Meeting adjourned at 2:58 PM.

\*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\*