



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, December 21, 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 2:30 p.m. by Chair Lisa Arispe. A quorum was present.

Approval of Minutes

- The November 16, 2022 Election Committee meeting minutes were approved with a motion from Henry Gomez, seconded by Maggie Miles. Unanimously approved. Motion carried.
- The November 16, 2022 Representative meeting minutes were approved as corrected with a motion from Zach Bloomer, seconded by Donna Beim. Unanimously approved. Motion carried.
- The November 17, 2022 Delegate meeting minutes were approved as corrected with a motion from Bill Gorman, seconded by Maggie Miles. Unanimously approved. Motion carried.
- The November 28, 2022 Rule 6 Committee meeting minutes were approved with a motion from Bill Gorman, seconded by Charles Toney. Unanimously approved. Motion carried.
- The December 5, 2022 EAC & Appointing Authorities joint meeting minutes were approved as corrected with a motion from Bill Gorman, seconded by Zach Bloomer. Unanimously approved. Motion carried.
- The December 12, 2022 Election Committee meeting minutes were approved with a motion from Maggie Miles, seconded by Zach Bloomer. Unanimously approved. Motion carried.

Comments from Irena Karolak, Human Resources Officer

- Scorecard – Received 40 responses for the month of November
 - Total Satisfaction – 95%
 - Professional & Courteous – 100%
 - Helpful – 100%
 - Received requested information timely – 100%
- Mammography Days – In partnership with BayCare, Wellness offered Employee VIP Mammography Days at their Morton Plant and Carillon locations. Due to demand, additional dates were added for December and January.
- Voluntary Benefits – The Voluntary Benefits numbers are still much higher than expected. While HR does not have the exact numbers showing repeat enrollment, the numbers for each of the Aflac plans increased from 2022.
- Electronic W-2 Opt-in – HR is assisting Payroll in getting communication out about the electronic W-2 election form. If you want to continue to receive your W-2 electronically you must go into OPUS and make the selection. The deadline to select this for 2022 is December 31st.
- Public Works – Partnering with Public Works to develop a series of new engineering-related job classifications.
- Supervisor Boot Camp – The pilot for the Leadership Essentials Supervisor Boot Camp ended on December 15th with dedicated time for program reflection and advice for the next group of leaders attending the series.

- Time To Fill – The time to fill a position for November was 70.07 days with the average for the year being 65.4 days.
- Job Fairs/Hiring Events – HR has attended 45 recruitment and community events year-to-date versus 9 in 2021.
- Question – When will assigned parking be completed? Answer – Real Estate Management sets parking, so we are unsure.
- Question – Could employees get free parking at the county parks that require you to pay? Answer – That is something that would have to be submitted as a proposal to the Board of County Commissioners.

New Business

- Election of Officers –
 - Lisa Arispe was made Chair with a motion from Charles Toney, seconded by Leena Delli Paoli. Unanimously approved. Motion carried.
 - Bill Gorman was made Vice Chair with a motion from Leena Delli Paoli, seconded by Randy Rose. Unanimously approved. Motion carried.
 - Leena Delli Paoli was made Secretary with a motion from Bill Gorman, seconded by Henry Gomez. Unanimously approved. Motion carried.
- Election of the At Large Position –
 - Bill Gorman was elected to the At Large position with a 12 to 1 vote, with 1 person not voting. Bill Gorman will fill the At Large position.
 - Leena Delli Paoli will maintain the paper ballots with the minutes for the December meeting.
- A Friend In Need – Suggested that we look at this program as one of our 2023 initiatives.
- Question – Could an EAC Meeting be held at the plant and then the members get a tour of where Henry works? Answer – That can be arranged.

Kevin Connelly made a motion to adjourn at 4:16 p.m., seconded by Maggie Miles.

*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*
 Sam Chambray*