



Employees' Advisory Council

Pinellas County
UNIFIED PERSONNEL SYSTEM

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

Employees' Advisory Council – Delegate Meeting Minutes

Extension Services, Magnolia Room, 12520 Ulmerton Road, Largo, FL
Thursday, January 26, 2023, 8:00 a.m. – 10:00 a.m.

Prepared by Leena Delli Paoli

Call to Order/Pledge

The EAC Delegate meeting was called to order at 8:10 A.M. by Chair Lisa Arispe.

HR Update – Maria Ciro, Assistant Director of Human Resources

- Scorecard – Met our 2022 service goal
- Current Scorecard – Received 20 responses for January
 - Total Satisfaction – 100%
 - Professional & Courteous – 100%
 - Helpful – 100%
 - Received requested information timely – 100%
- Stepping Challenge – The stepping challenge encourages employees to get moving. The challenge begins at the end of January.
- Biometric Screening – This year the Biometric Screening end date is **November 30th**
 - There is a 30 day blackout period, so ending on November 30th will allow us to begin on January 1st in 2024.
- Biometric Screening – Almost 500 employees did not complete their Biometric Screening in 2022
 - Question – Do you survey these employees to ask why they chose not to complete the screening? Answer – We don't, but that is a good idea; perhaps we can in the future.
 - Question – What happens with all that money; 500 employees at \$500 each is \$250,000? Answer – The funds are used to cover medical claims.
- Annual Report – The HR 2022 Annual Report is being created. C.A.R.E.S.
- Communication Survey – We will be launching a survey in March to analyze how employees would like to receive important information from HR.
- Time to Fill – The time-to-fill for January was 73.8 days.
- February Job Fairs –
 - February 14th – Florida Poly with Utilities and Public Works
 - February 16th – USF St Pete with Volunteer Services
 - February 22nd – St Pete Works/St Pete College with Public Works and the Clerk's Office

Charles Thomas – Pinellas County Tax Collector

- Elected Official – Answers to the Citizens of Pinellas County
- What happens at the Tax Collector's Office –
 - Collect Property Taxes
 - Collect Tourist Development Taxes
 - Issue Titles, Registrations and Driver's Licenses
 - Sell Birth Certificates to Florida Born Citizens
 - Under an agreement with Vital Statistics
 - Sell Hunting and Fishing Licenses
 - Process Concealed Carry License Requests

- Do not issue; just process
- Fee Office – The Tax Collector is referred to as a “Fee Office” as they earn enough in fees to be self-funded.
 - Any unused fees are returned to the state.
- Sterling Management System – The Tax Collector’s Office utilizes the Sterling Management System, which is a data driven system with 7 elements that come together to make it work
 - Leadership
 - Strategic Planning
 - Customer Focus – External
 - Employee Focus
 - Knowledge Management
 - Innovation and Diversity/Inclusion
 - Metrics
- Charles Thomas –
 - Moved to Florida 33 years ago and opened a Vehicle Emissions Business
 - Emissions was voted out in 2000, and at that time he assisted the former Tax Collector, Diane Nelson, with her campaign, and then was hired as the Deputy Tax Collector.
 - Served as the Deputy Tax Collector for 16 years, and ran for Tax Collector after Diane Nelson retired
 - Charles and wife Patti have been married 43 years
 - Have two children and two grandchildren
 - Sadly one passed much too young from Leukemia
- Question – What are your thoughts about potential changes to short term rentals? Answer – I am not sure how changing the use of personal or rental property will affect us, but we will collect taxes either way.
- Question – Do you plan to continue with the appointment system that you are currently using? Answer – Yes, I plan to continue with appointments only. 80% of customers say that they are happy with the appointments
- Question – Do you have any plans to open up additional, smaller, locations throughout the county? Answer – No, we have 4 locations throughout the county. We had two smaller locations that were closed due to some staffing difficulties; if someone called out and someone else was off, the wait times were quite long.

Open Discussion/Meet with Delegates

Adjourned

Meeting adjourned 9:50.

*EAC Representatives in attendance at this meeting:

Jeff Albenzio*

Lisa Arispe*

Donna Beim*

Zach Bloomer*

Samuel Chambray*

Leena Delli Paoli*

Katiah Fitzpatrick*

Henry Gomez*

Bill Gorman*

Lora Kyle-Woodall
Tami Maloney*
Clarethia McClendon
Robyn Sparrow*
Randy Rose*
Charles Toney*