



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, April 19, 2023, 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 2:34 p.m. by Chair Lisa Arispe. A quorum was present.

Approval of Minutes

Minutes tabled to next meeting

Comments from Maria Ciro, Assistant Director of Human Resources

- Interim HR Director – Peggy Rowe named as new Interim HR Director. Her first day will be May 1st
- Scorecard – Final March Scorecard
 - Total Satisfaction – 98%
 - Professional & Courteous – 100%
 - Helpful – 100%
 - Received requested information timely – 100%
- Biometric Screening – Last day to complete the Biometric Screening and Health Assessment is November 30th. You do not have to wait for your Biometric Screening to complete the Health Assessment and the Health Assessment can be taken multiple times.
 - Question – If I took my Biometric in October last year, do I have to wait until October again?
Answer – No. You could take it at anytime throughout the year. You do not have to wait.
- Communication Survey – HR received around 1,000 responses to the Communication Survey asking how employees want to hear about County/HR updates.
 - The top requests were:
 - Emails from HR
 - Supervisors – meaningful conversations not just forwarding an email
 - Website
 - The Pen
- Volunteer Appreciation Month – This month is Volunteer Appreciation Month. Volunteers around the county are being celebrated for their commitment to the Citizens of Pinellas County.
- Supervisor Bootcamp – The third session of Supervisor Bootcamp is currently underway
- Learning Heroes – The Learning Heroes have been meeting virtually. Next month they will have their first in person meeting (specifics still being worked out).
- Certified Public Manager (CPM) – The 2024 class is in line – employees interested in participating must receive a recommendation and approval.
- New Call Center – The new HR Call Center officially started last Monday.
 - Rotates calls in the queue
 - Tracks the type of call
- Time-To-Fill – Time-to-fill is the number of days from the point of posting a position to filling the position. The average time-to-fill for March was 66.7 days
 - New Hires – 70 new hires
 - Promotions – 30 promotions

- Benefits Advisory Committee – Had a meeting two weeks ago
 - Looking at long term care as a part of voluntary benefits
 - Previewing a demo for a site that could potentially replace YouDecide
 - Looking at a revamp of the Tuition Reimbursement Program
 - Also providing more details about public service student loan forgiveness
 - Parental Leave proposal submitted to legal, kicked back for changes, amended and resubmitted. Now ready to present to Appointing Authorities for approval.
 - *Large discussion ensued regarding benefits*
- Question – Employees are given time to prepare their homes for the storms but not time for cleanup; employees are expected to show up for work as soon as the storm passes. Could employees be given time after the storm? Answer – That would be up to each of the Appointing Authorities.
- Question – They removed the trees and shrubs around the Downtown Clearwater Courthouse and are now replacing them with a different kind that does not offer shade. Why? Answer – The trees that were removed had a bug problem that could not be treated; removal was necessary.
- Question – With the passing of new laws surrounding firearms, what will stop employees from bringing weapons to work? Answer – Pinellas County still has their own rules (specifically Rule 6) which governs employees.

Personnel Board

- Personnel Board/EAC Meeting – It was suggested that the Personnel Board have a meeting with the EAC; similar to a meet and greet. Lisa will email the chair to see if this can be arranged.

Old Business

- Advocate Committee – The Advocates had their first virtual meeting on March 30th. Will continue to work with our newest advocates to make sure that they are trained prior to taking on any solo tasks.

Bill Gorman made a motion to adjourn at 4:43 p.m., seconded by Lora Kyle-Woodall.

*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*
 Clarethia McClendon*
 Maggie Miles
 Willie Roundtree*
 Robyn Sparrow
 Charles Toney*