

Unified Personnel Board  
Pinellas County  
April 6, 2023 Meeting Minutes

The Unified Personnel Board (UPB) met in regular session at 6:30 PM on this date in the County Commission Assembly Room at the Pinellas County Courthouse, 315 Court Street, Clearwater, Florida.

Present

Joan Vecchioli, Chair  
Ricardo Davis, Vice-Chair  
Jeffery Kronschnabl  
Peggy O'Shea  
Kenneth Peluso  
Ralph Reid  
William Schulz II

Others Present

Maria Ciro, Assistant Director of Human Resources  
Jennifer Monrose Moore, Ogletree, Deakins, et.al., P.C., Board Counsel  
Sarah Rathke, Board Reporter, Deputy Clerk  
Other interested individuals

**CALL TO ORDER**

Chair Vecchioli called the meeting to order at 6:30 PM; whereupon, she led the Pledge of Allegiance.

**CITIZENS TO BE HEARD**

Megan Sellards, Tarpon Springs; Jean Magee, Safety Harbor; and Tamera Maloney, Palm Harbor, spoke on the termination of the former HR Executive Assistant Peggy Sellards.

**EMPLOYEES' ADVISORY COUNCIL (EAC) REPRESENTATIVE**

EAC Representative Charles Toney provided information on various topics, including changes in the council makeup, recent and upcoming meetings, proposed legislative updates to Florida Retirement System benefits, and potential implementation of a paid parental leave benefit.

In response to queries by Mr. Reid and Chair Vecchioli, Mr. Toney commented on exploring the possibility of expanding the employee advocate program and welcomed an opportunity for a joint meeting of the council with the Board.

## **CONSENT AGENDA**

### Minutes of the March 2, 2023 meeting

Ms. O'Shea made a motion to approve the minutes, which was seconded by Mr. Peluso and carried unanimously.

## **NEW BUSINESS**

### Motion for Reconsideration – Lisa Carter v. Pinellas County Solid Waste

Responding to a query by Chair Vecchioli, Attorney Moore referred to a *Motion for Reconsideration* letter from Lisa Carter to HR Director Kimberly Crum, included in the agenda packet, and related that the purpose of Ms. Carter's request is to reconsider the Board's ruling regarding allowing certain witnesses and evidence into testimony at the February 2, 2023 Board appeal hearing in the above-referenced matter.

Lisa Carter, Solid Waste Department, appeared and requested the Board (1) to reconsider not allowing certain witnesses and evidence to be presented before the Board and (2) to allow her to provide testimony, as she did not testify during the appeal hearing; whereupon, Senior Assistant County Attorney Kelly Vicari, representing the Solid Waste Department, explained that Ms. Carter's requests should be denied, as requirements for reconsideration are not met based on rules of appeal procedure.

Mr. Peluso noted that the Board considered all evidence at the appeal hearing; and that granting the requests would not change the facts leading to the original decision by the Informal Grievance Committee regarding Ms. Carter's three-day suspension, upheld by the Board in the appeal; whereupon, he made a motion, seconded by Mr. Reid, that the Motion for Reconsideration be denied. Upon call for the vote, the motion carried unanimously.

### HR Director Performance Evaluation Follow-up

Deviating from the agenda, Chair Vecchioli read a letter from HR Director Kimberly Crum informing of her resignation as of May 3, 2023. Mr. Reid made a motion to accept the resignation effective immediately, which was seconded by Mr. Schulz; whereupon, discussion ensued.

Chair Vecchioli, with input by Attorney Moore, provided information regarding the next steps in light of the resignation, indicating that the Appointing Authorities would come up with a recommendation for an Interim HR Director; and that the Assistant HR Director would assume day-to-day responsibilities of the HR Director in the meantime.

Upon call for the vote, the motion carried 6 to 1, with Chair Vecchioli dissenting on the basis of the resignation notice period being effective immediately rather than May 3.

Thereupon, the members commented on the next steps in the development of HR Director evaluation process and form. Responding to a query by Mr. Reid, Attorney Moore indicated that based on a previous discussion, she will be providing assistance in the matter upon receiving information regarding key performance indicators from the members, and discussion continued.

#### HR Director Executive Assistant

The members discussed the matter of termination of the former HR Executive Assistant Peggy Sellards by the former HR Director Kimberly Crum, including their concerns regarding the circumstances and appropriateness of the event, whether reinstatement is possible, and related matters. Attorney Moore and Chair Vecchioli advised the Board regarding their authority in the matter, the Appointing Authorities authority as to employment at will for exempt employees, and related matters.

Mr. Reid requested that Ms. Ciro look into the matter and provide feedback to the Board.

Chair Vecchioli asked that Ms. Ciro review the HR Director Executive Assistant job description, noting that the position includes acting as a liaison to the Board.

### **INFORMATIONAL ITEMS**

#### HR Director Update

Ms. Ciro referred to the HR Update document included in the agenda packet and provided information regarding various events, activities, and accomplishments, including in the areas of Benefits & Wellness, Communications & Outreach, Internal Happenings, Workforce Strategy, and recognizing a new federal holiday.

Messrs. Reid and Davis expressed kudos to the HR Department employees for great service to the County, and in particular for HR communications and a volunteer program.

Action Taken Under Authority Delegated by the Personnel Board

Ms. Ciro referred to the above-titled document included the agenda packet, indicating that it lists the actions taken by the HR Director under the Board authority.

**ADJOURNMENT**

Chair Vecchioli adjourned the meeting at 7:58 PM.