



# 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, 4<sup>th</sup> Floor Clerk's Conference Room

Wednesday, May 17, 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 2:30 p.m. by Chair Lisa Arispe. A quorum was present.

### Approval of Minutes

- The March 15, 2023 Representative meeting minutes were approved as amended with a motion from Bill Gorman, seconded by Zach Bloomer. Unanimously approved. Motion carried.
- The March 23, 2023 Delegate meeting minutes were approved with a motion from Charles Toney, seconded by Donna Beim. Unanimously approved. Motion carried.
- The April 19, 2023 Representative meeting minutes were approved as amended with a motion from Bill Gorman, seconded by Zach Bloomer. Unanimously approved. Motion carried.
- The April 19, 2023 Rule 6 meeting minutes were approved with a motion from Bill Gorman, seconded by Zach Bloomer. Unanimously approved. Motion carried.

### Comments from Irena Karolak, Human Resources Officer

- Benefits –
  - Jet Dental – 97 patients seen so far – one more date in May
  - OnSpot – 186 patients seen so far – additional dates in June
- Biometric Screenings – Biometric and Health Assessment must be completed by November 30<sup>th</sup>
  - The doctor for takes roughly 6 weeks to process so please schedule those appointments early or consider using the Quest option in addition to seeing your doctor for your regular blood work
  - You can complete the Health Assessment multiple times and DO NOT have to wait until after you complete the Biometric Screening
- Fun Night Out – June 17<sup>th</sup> is the Fun Night Out at the Ballpark
- Wellness Webinars – There are monthly Wellness Webinars – Employees are encouraged to signup
- Employee Art Show – The Art Show is back again this year. It will be the last year in the virtual setting
- Employee Voice Survey – The Employee Voice Survey will come out in August. Employees will have 3 weeks to complete the survey.
- Organization and Talent Development –
  - Supervisor Bootcamp – Session 3 of Supervisor Bootcamp ending. Photos available on the HR SharePoint site. The next session will begin June 13<sup>th</sup>.
  - First-ever in-person Learning Hero event tomorrow – Learning Heroes will meet to discuss learning opportunities and have a meet and greet
- Workforce Strategy –
  - Time-to-fill for April was 87.2 days
  - 40 new hires and 40 promotions in April

- April's annualized turnover was 16.39% with 55 separations
- Question – On the Biometric exempt list, it has spouses, but could you add children since they are also exempt, but it is not clear from reading the exempt list? Answer – Yes, we can add children to the list.

### **Personnel Board**

- July meeting will be rescheduled to July 13<sup>th</sup> because of the July 4<sup>th</sup> holiday. There is a termination appeal scheduled for that meeting.

### **New Business**

- FRS Proposed Changes –
  - Interest rate on drop to increase from 1.3% to 4%
  - Health insurance subsidy to increase
  - Years in drop to increase from 5 years to 8 years
    - If passed will go into effect in July
    - If passed correspondence will go out – correspondence will let employees know if this would have a retroactive effect
- EAC/AA Joint Meeting Topics –
  - Rule 6 – Lisa (if time Advocate compensation)
  - Paygrade Progression – Bill
  - Open Carry – Maggie
  - Paid Parental Leave - Charles

Donna Beim made a motion to adjourn at 4:35 p.m., seconded by Bill Gorman.

\*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\*