



Employees' Advisory Council



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

Employees' Advisory Council and Appointing Authorities Joint Meeting Minutes

315 Court St, Clearwater, FL, 4th Floor Clerk's Conference Room

Tuesday, June 13, 2023, 3:00 p.m. – 4:00 p.m.

Prepared by Leena Delli Paoli

Movement Through Pay Ranges

- The EAC would like the Appointing Authorities to look at other ways to help move employees through the pay range. Some ideas are career ladders and special merit; some but not all positions have career ladders.
 - Most positions throughout the County are classified positions and most employees are not at or above the mid-point of their paygrades.
 - Perhaps efficiencies, trainings, skills, additional career ladders and budget adjustments could be looked at.
 - Concerns that training is not always available at the same rate across appointing authorities.

Paid Parental Leave

- Currently Appointing Authorities have a proposal that was submitted by the Benefits Committee. Appointing Authorities will be looking at the proposal at their separate meeting, but the EAC wanted Appointing Authorities to know that we support the proposal as Paid Parental Leave was originally suggested through the EAC.

Rule 6 – Changes to the Disciple Rule

- The EAC worked alongside Maria Ciro, HR, and Rodney Marion, BCC, to make changes to the current rule. We feel that the proposed changes will make the rule easier for everyone to follow along with. We grouped like items together and changed from a numbering system to a letter system. Additionally, since employees will no longer be able to grieve verbal warnings, we are asking that they not be listed in their personnel file, and instead only be listed in their office file and face.

Active Shooter Trainings

- Employees want to feel safe at work. With the changes that are being made to some of the laws, some employees have expressed concern. Can employees that want it, have Active Shooter Training?
 - Yes, areas that want to have Active Shooter Training can request it through the Sheriff's Office

HR Director Status Update

- Is there a Plan or a timeline for hiring a new HR Director?
 - Going to put a lot of time and thought into the process
 - We want to get it right
 - No current timeline
 - Currently in a triage point

Meeting adjourned at 4:25 PM.

*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*