

Human Rights Board
Pinellas County
July 17, 2023 Meeting Minutes

The Human Rights Board (HRB) met in special session at 4:04 PM on this date in the Fifth Floor Conference Room at the Office of Human Rights (OHR), 400 South Fort Harrison Avenue, Clearwater, Florida.

Present

Charles W. Thomas, Chair, Tax Collector
Mike Twitty, Vice-Chair, Property Appraiser
Lisa Arispe, Employees' Advisory Council Representative
Ken Burke, Clerk of the Circuit Court and Comptroller
Tim Closterman, representing Julie Marcus, Supervisor of Elections
Rodney Marion, representing Barry A. Burton, County Administrator
Jeff Rohrs, Chief Information Officer, Business Technology Services
Peggy Rowe, Interim Director, Human Resources

Not Present

Kathleen Peters, County Commissioner
Joan M. Vecchioli, Unified Personnel Board Representative

Others Present

Jeffery Lorick, Director, OHR
Betina Baron, Compliance Manager, OHR
Keiah Townsend, Assistant County Attorney
Sitara Coyle, Board Reporter, Deputy Clerk
Other interested individuals

All documents provided to the Clerk's Office have been made a part of the record.

CALL TO ORDER

Chair Thomas called the meeting to order at 4:04 PM.

APPROVAL OF MINUTES – JUNE 13, 2023

Mr. Twitty made a motion to approve the minutes of the June 13 meeting. The motion was seconded by Ms. Arispe and carried unanimously.

PUBLIC COMMENT

Upon the Chair's call for public comment, Barbara Rhodes, Clearwater, introduced herself.

DIRECTOR REVIEW / SALARY INCREASE

Ms. Rowe referred to the wage market rate study included in the agenda packet and related that the County compensates competitively compared to other counties; and that Mr. Lorick's current salary is below the average of other employees within the E35 pay grade; whereupon, she recommended that Mr. Lorick receive a pay grade equity adjustment for a \$10,000 pay increase, plus the 4.5% increase being recommended for all County employees.

In response to queries by the members, Ms. Rowe indicated that a \$10,000 increase would be about 7% and provided information regarding other positions within the E35 pay grade.

Mr. Marion moved, which was seconded by Mr. Rohrs, that Mr. Lorick's salary be increased by \$10,000.

Mr. Burke remarked that the market rate study shows that Mr. Lorick's current salary is competitive and inquired whether equity adjustments are being considered for all other County employees; whereupon, Ms. Rowe briefly discussed the unique nature of the reporting structure of the County's OHR Department when compared to surrounding areas, the salary of the OHR Director when compared to others in the same pay grade, and efforts being made to ensure employee pay equity throughout the County.

Mr. Lorick related that there have been recent discussions with the Appointing Authorities on the topic of pay equity for employees and provided information regarding the salary increase process utilized for a former OHR Director.

Chair Thomas commended Mr. Lorick's performance; whereupon, Ms. Rowe indicated that the salary increase would not be retroactive and clarified that the 4.5% would be in addition to the proposed base salary increase.

Upon call for the vote, the motion carried 7 to 1, with Mr. Burke dissenting.

DISCUSSION

None.

ADJOURNMENT

Following a motion made by Ms. Rowe, which was seconded by Ms. Arispe, the meeting was adjourned at 4:17 PM.