



Employees' Advisory Council



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

Employees' Advisory Council – Representative Meeting Minutes

Pinellas County Solid Waste, 2861 110th Ave N, St. Petersburg, FL

Wednesday, October 18, 2023, 2:30 p.m. – 4:30 p.m.

Prepared by Zach Bloomer

Call to Order

The EAC Representative meeting was called to order at 2:50 p.m. by Chair Lisa Arispe. A quorum was present.

Approval of Meeting Minutes

- The September 21, 2023 Representative meeting minutes were approved with corrections with a motion from Donna Beim, seconded by Charles Toney. Unanimously approved. Motion carried.
- The September 28, 2023 Delegate Minutes were tabled.

HR Update Comments - Maria Ciro, Assistant Director Human Resources

• Scorecard (September - 44 responses)

- Satisfied: September: 95.24% YTD: 96.43% Goal: 92.5%+
- Helpful: September: 100% YTD: 100% Goal: 100%
- Timely: September: 100% YTD: 100% Goal: 95%+

• Benefits and Wellness:

- Biometric reporting time for Quest to HR: data is pulled weekly. Time can vary from about one day delay during slow times/early in year, but lag increases as deadline approaches.
- Cigna has similar time delays, but employees can check “My Cigna” actively.
- Total eligible: 2,704, Bio Complete: 1,575, Health Assmt: 1,373 ~ >1,100 Not completed fully.
- Robocalls targeting non-compliant employees will start 1st week of November.
- Recommended to take photos, screenshots, etc. for proof of completion.
- Direct-to Quest biometric screening is now the only viable option if not yet completed.
- Vaccination partnership with Publix for free onsite vaccination clinics. Use the Publix Schedule to take advantage of various free vaccines.
- Mammogram Event (October 21st - November 14th) Pinellas employees get first access to mammogram appointments at two BayCare locations.
 - Wear Pink on October 20th and send your photos to wellness@pinellas.gov.
- No changes to benefit plans or providers, other than HSA plan deductibles and max contributions increase of \$100, per IRS guidelines.
- Medical and dental plan premiums are increasing.
- New Mobile Wallet Card with all benefits contacts available at www.pinellas.gov/wallet-card
- Maintain Campaign registration begins on October 31. This campaign encourages employees to maintain their weight throughout the holiday season and provides fun activities to help create healthy habits.

• Communications, Outreach, and Internal HR Happenings

- Welcome Leslie Fann as a temp to assist the Communications team while Irena is on leave.
- 2023 Colors of Pinellas Art Show had 250 entries from 160 participating artists.
 - Art show winners will be announced October 31st.
 - This is the last year the art show is planned to be virtual.

- MyPinellas is now accessible via Okta and Teams.
- Employee Voice biennial survey results are in; will be shared in November. Overall results are positive. Participation was lower than 2021 with 68% of the employees taking the 2023 survey.
- Welcome Ashley Wesley-Loyd as new Benefits Technician. She was previously with the Tax Collector's Office.
- **Organizational and Talent Development (OTD) - Workforce Strategy**
 - Held a session at Public Works Customer & Tech Services on techniques, understanding individual preferences and effective communication skills of a generationally diverse workforce.
 - Tuition expenditures for the FY23 was slightly over \$163,000, down by 5.8% from the prior year. This represented 105 participants from across the County.
 - New Employee Orientation polling results during the last three months. The question: What mattered to you when choosing Pinellas County as your employer? Choose all that apply. Results also sent to AA's and Depts. The top answer was Benefits:
 - Benefits: 75, Compensation: 38, Flexibility: 36, Growth and development: 71, Make a difference in the community: 58, Paid holidays: 30, Recognition: 19
 - Discussion about capturing all potential employees' benefits values, not just those hired. HR worried applicants will not answer due to fears and NEO was a good start. - Age demographics would help. HR plans to expand survey breadth and include in Stay Interviews.
 - Discussion about Stay Interviews - Many present said they had never received a Stay Interview. HR reports that answer rate is low, "30 something percent."
 - The goal of the Stay Interview is to learn why people stay at the county.
 - Employees receive email solicitations for Stay Interview on the various work anniversaries: 6 Months, 1 year, 2 years, 3 years, 5 years, 7 years, 10 years... every 5 years after that.
 - Subject line for emails are "Request for you to complete Pinellas County UPS Stay Interview."
 - Conducting rule update informational sessions: 10/23 @ 3-5 P.M., 11/2 & 11/9 @ 9-11A.M.
 - The time-to-fill for September was 67.5 days. (Goal ≤70 days)
 - 51 new hires in September. 39 promotions made in September.
 - September's annualized turnover was 16.29% with 39 separations.
 - **Question:** Can you please provide a breakdown of the 39 separations? **Answer:** No.

EAC Elections

- Groups 1, 2, 3, 6, 7, 8, Clerk North, Property Appraiser, Supervisor of Elections terms expire.
- Robyn Sparrow (Group 8) has accepted a position that will not permit her to continue as Rep.
- Lisa Arispe's special appointment to finish term as Group 3 Representative will be ending in December, but Charles Toney will be stepping down as Representative of Group 4, which Lisa is now in and will consider running to fill that seat.
- Election Committee (Jeff Albenzio, Maggie Miles, and Katiah Fitzpatrick) will be meeting 11/15/2023 to review nominations and election procedures.
- Election is scheduled to begin 11/27/2023 and run through 12/8/2023.

EAC Goals / Priority List & Roundtable Discussion

- A Friend in Need - Review past changes. Previous IRS requirements and administration issues?
- Annual Leave accumulation overhaul. Add a tier of additional leave to balance long-term employees with front loading hours to allow new employees to save time easier. A bump in accrual would close gap between exempt and classified employees.
- Clarify floating and personal days based on start date. Allow new employees roll over any personal day and floating holiday leave into the second calendar year.

- Juneteenth - According to Rodney Marion, Barry Burton is committed to preserving it. Jeff Albenzio estimates Charles Thomas is probably on board. Ken Burk prepared to plan an alternative day off in lieu of June 19 since they must be open when the Florida courts are open.
- Reminder of December 5th for Appointing Authority and EAC joint meeting.
- Minimal discussion on merit pay, caregiver leave, and disaster compensation.
- Discipline seems uneven. A culture of fear persists within some groups under some supervisors. Address supervisor training to make discipline a last resort. Use proactive coaching, positive feedback, and merit pay as positive reinforcement to reward for hard work instead and of the go-to method of negative reinforcement of fear of discipline. Continue working on leadership training.
- Rodney Marion brought up how the main negative result in The Voice Survey was the disagreement that there is a high connection between pay and performance.
- Request for update to medical claims audit: 4 errors found: 2 underpayments, 2 overpayments. One of those major; \$100,000+ overpayment that was fixed. No other issues. Employees are getting older; sick are getting sicker. The county workforce is older than average.
- Costs include many catastrophically sick employees and retirees < age 65 that are still on plan.
- Trend is slightly downward overall, but pharmacy costs are not leveling; we need newer data.
- Covid is back, among other endemic diseases. Management has stopped sharing information. They are also not enforcing sick people staying home. Perception is that healthy employees that come to work are being unfairly put at risk by irresponsible sick employees with complicity of managers that will not force them to stay home. There is no county-wide directive. Cross-functional meetings decided depts will handle internally.
- HR will bring up at AA meeting and continue to encourage following a proactive and fair protocol.
- Some departments will not allow sick to work from home due to abusing system.

Katia Fitzpatrick made a motion to adjourn at 4:17 p.m., seconded by Samuel Chambray.

*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*