



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, 4th Floor Clerk's Conference Room

Wednesday, November 15, 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 2:31 p.m. by Chair Lisa Arispe. A quorum was present.

HR Update – Peggy Rowe, Interim Director of Human Resources

- HR still meeting service scores (no details provided).
- Update on driving rewards. Concerns conveyed to those in charge, will continue working to improve. Goal is to streamline and be more proactive than the minimum.
- 120 Classified employees have comp time. 106 of them have less than 40 hours - 14 have between 40-80 hours.
- Update on anonymous survey for applicants regarding benefit interest. Soft benefits (i.e. flexibility) is 2nd to pay.
- Working on legalities of various Paid Parental/Caregiver leave aspects.
- Voice Survey results have been given to the AA's and will be posted in the next Pen newsletter.
- Adjustments to compensation- Additional categories being added to clarify and encourage usage of various raises.
- Employee voice survey results - Lower turnout but over improving. The only metric below 50% was the perception of the connection between compensation and performance.
- Jet Dental participation - Not getting much usage, discuss need to either promote or think about cancelling / modifying.
- Final 2023 Biometric Screening & Health Assessment: The deadline to complete the biometric screening and health assessment is November 30, 2023, due to Quest's reporting schedule and year-end. We continue to remind employees of the deadline through email blasts, MyPinellas, newsletter and personalized calls to those who haven't completed either the biometric screening, the health assessment or both.
- Total eligible: 2,704, Biometric Complete: 2,230 - Health Assessment: 2,356 - Both: 2,098.
- Annual Enrollment ends today. Due to the IRS announcing FSA contribution changes for 2024, employees who wish to contribute more to their FSA can email employee.benefits@pinellas.gov by November 29 to make that request.
- Personnel Rules Updates in-person informational sessions are complete, we are working on recording the session to make available to those who could not attend.
- HR Director recruitment timeline update - Company met with Lisa Arispe, Peggy Rowe, Barry Burton and UPB.
- Title for advertising changed to "Chief HR Officer" - brochure distributed with details of reporting structure.
- Leslie Fann, filling in for Irena Karolak can provide information about the Pen moving to SharePoint, including a walk-through of the SharePoint site.
 - ~900 retirees opened the email about *The Pen* and almost half of those clicked a link at least once to access an article.

- We have had about 10 emails from employees with questions about the new format and only one email from a retiree about accessing the SharePoint version.
- Feedback from EAC to HR, largely negative, cumbersome overall and format is difficult for field workers that rely on a printed version to take with them in their vehicles.
- **Workforce Strategy – Recruitment / HRMS / Classification & Compensation**
 - The time-to-fill for October was 60.3 days. Goal is ≤ 70 days.
 - 42 new hires in October.
 - 39 promotions made in October.
 - October annualized turnover was 16.02% with 36 separations. **Question:** Do you have a breakdown of the separations, i.e., resign, retire, termination? **Answer:** No.

EAC Elections

- Groups 1, 2, 3, 6, 7, 8, Clerk North, Property Appraiser, Supervisor of Elections have elections.
- Non-certified update: Nominations are in: Groups 1, 2, and 3 will have elections. Incumbents for Clerk North, Property Appraiser, and Supervisor of Elections are not contested and will be returning. Groups 6, 7, and 8 have new nominees and are not contested.

Rule 3 Reclassification and Compensation

- Charles Toney Made a motion to approve Rule 3 amendments as presented, minus 2.g. Seconded by Leena Delli Paoli. Motion carries unanimously.

Appointment of Unified Personnel Board member

- Maggie Miles made a motion to re-elect Ralph Reid III as the 2024-2025 EAC elected UPB member. Seconded by Jeff Albenzio. Motion carries unanimously.

Open Discussion / EAC/AA meeting

- Floating Holiday / personal days rule re-write for clarity to new employees and 1st year carryover.
- Following up on Juneteenth recognition permanency.
- What ideas do the AAs have that we can work with them on their ideas in the future instead of just coming from us.

*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*