



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, December 20, 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 2:36 p.m. by Chair Lisa Arispe. A quorum was present. **Kristin Marshall recognized as alternate member for Donna Beim.

Approval of Meeting Minutes

- The September 28, 2023 EAC Delegate meeting minutes were approved with a motion by Charles Toney, seconded by Maggie Miles. Unanimously approved. Motion Carried.
- The October 18, 2023 EAC Representative meeting minutes were approved with a motion by Charles Toney, seconded by Zach Bloomer. Unanimously approved. Motion Carried.
- The November 15, 2023 EAC Election Committee meeting minutes were approved with a motion by Maggie Miles, seconded by Jeff Albenzio. Approved by those present from committee. Motion Carried.
- The November 15, 2023 EAC Representative meeting minutes were approved with a motion by Charles Toney, seconded by Maggie Miles. Unanimously approved. Motion Carried.
- The December 11, 2023 EAC Election Committee meeting minutes were approved with a motion by Maggie Miles, seconded by Jeff Albenzio. Approved by those present from committee. Motion Carried.

Introductions and EAC Election Results

- Introductions of all persons present, welcoming new EAC Representatives.
- EAC Incumbents, Leena Delli Paoli (CCC-North), Lora Kyle-Woodall (SoE), and Zach Bloomer (PAO) were nominated and unopposed. Incumbent Willie Roundtree (BCC Group 2) re-elected.
- New EAC Representatives, Maryssa Campbell (BCC Group 6), Michael Polizzi (BCC Group 7), and Gretchen Keehn (BCC Group 8) were nominated and unopposed.
- New Representatives Cierra Chin (BCC Group 1) and Jordan Blendinger (BCC Group 3) elected.

HR Update – Peggy Rowe, Interim Director of Human Resources

- HR will be soliciting EAC members, first Representatives, then Delegates for Employee Spotlight.

Question: Will the previous version of *The Pen* be coming back? Answer: So far, no.

Discussion: There has been only negative feedback received from constituents to all Representatives and Representatives-Elect that spoke. Reasons include the following:

- The new site is a burden to field employees that have become accustomed to having an easy-to-print version placed in vehicles or common areas.
- Printing the SharePoint version will take excessive time and waste additional paper.
- The new web version is cumbersome, less intuitive, and time consuming compared to a scroll-down newsletter format.
- Having a PDF version is a minuscule amount of work; a published PDF version is requested, as well, if HR insists on the SharePoint version remaining.
- *The Pen* is no longer sharable with those that do not have readily available SharePoint access (i.e., forwarding a PDF/link to a personal email for weekend or off-time reading).

- Career Fair at Magnolia Room on January 26th, share for increased chance at referral bonus.
- Preparing for Wellness Center open house on February 6th.
- Remind constituents to use personal and floating holiday hours; at least 800 hours unused 2023.
- HR is working with Emergency Services promoting DAPA survey, which will open on January 16th.
- Meetings ongoing with recruiter for new HR Director between UPB, Peggy, and Lisa, application deadline is December 26th.
- Personnel Rules update for first-year employees FH and Pers days rollover; Due to requirement of IT work, will not be starting in January, but the plan is still to implement it ASAP.
- Discussion on putting a time limit on response from director for pre-disciplinary hearing. Ideas include: requiring a response in writing within a time frame equal to that of others (~two weeks), adding an extension if required with written notice, and having another person fill-in during non-availability. HR agrees with the spirit of a time limit to response be placed.
- Final Reporting on biometric screening is 12/28/2023. **Question:** Can a letter be sent out upon completion? **Answer:** No, check Quest and Cigna periodically.

EAC Representative Group 4

- Charles Toney will be stepping down as BCC Group 4, effective 12/31/2023. Reviewed rules for vacancy in mid-term. Two-thirds of The Council was present.
- Maggie Miles motioned to nominate Lisa Arispe to be appointed to fill the Group 4 seat for the remainder of the term with voting rights. Leena Delli Paoli seconded. Vote passed unanimously.

Election of the 2024 EAC Officers

- Charles Toney nominated Lisa Arispe to Chairperson. Seconded by Zach Bloomer. Unanimously approved. Motion Carried.
- Lisa Arispe nominated Leena Delli Paoli to Vice Chairperson. Seconded by Jeff Albenzio. Unanimously approved. Motion Carried.
- Jeff Albenzio nominated Zach Bloomer as Secretary. Seconded by Samuel Chambray. Unanimously approved. Motion Carried.

Open Discussion

- **Question:** Boot allowance amount and timing? **Answer** Up to \$150 in October's payroll.
- **Reminder:** The default for wellness rewards will change to cash from points. We will increase communications. We hope this will quell the regular concerns with losing money due to taxes without receiving an obvious benefit. **Question:** Can only one wellness activity for points/cash be done at a time? **Answer:** Yes. **Question:** How many people are using points versus cash? **Answer:** Not known, will follow up.
- **Question:** Will the learning series / lunch and learn be coming back **Answer:** We are in the process of trying to start the back up.
- Wellness programs are moving to self-reporting versus class centered, generally.
- Programs will be focused on utilizing Teams instead of in-person to allow for more participation.
- Charles Toney has been in contact with Tom Boyd from Risk Management to discuss Safe Driver awards and has also been invited to speak at an EAC Delegate meeting.
- Upcoming speakers include County Administrator, Barry Burton. Assistant County Attorney, Marshall Brannon.
- Veterans Services has been requested for a presentation as well.
- Tax Collector, Charles Thomas will not be pursuing another term, ending December, 2024.
- **Question:** Can you provide a numerical breakdown of employees working weekends? **A:** Yes.
- **Question** to all present: Who received feedback about Voice Survey results from their appointing authority/supervisor? **Answer:** Only the Clerk of the Court received any information.

- Rodney Marion said the BCC is organizing the survey data and will be distributing after recommendations are in place. The data should identify issues with a plan to resolve them.
- **Workforce Strategy – Recruitment / HRMS / Classification & Compensation**
 - Not provided

Charles Toney made a motion to Adjourn. Second by Jeff Albenzio. Meeting adjourned at 4:30 p.m.

*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*