



Employees' Advisory Council

Pinellas County
UNIFIED PERSONNEL SYSTEM

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

Thursday, April 18, 2024, 2:30 p.m. – 3:30 p.m.

Prepared by Maggie Miles

Call to Order

The EAC Representative meeting was called to order at 2:33 p.m. by Chair Lisa Arispe. A quorum was present.

Welcome to Sam Appel, sitting in for Zach Bloomer of the Property Appraiser Office**

HR Update – Wade Childress, Chief Human Resources Officer

Attended first meeting with Appointing Authorities on April 17, 2024.

Benefits & Wellness

- Biometric Screening and Health Assessment – No changes from last year's program. We will send email blast, post flyers, etc. starting the first week of May, 2024. Deadline Nov 30, 2024.
- Jet Dental – Two mobile dental clinics in June at Public Works and Planning (Court Street).
- OnSpot Dermatologist Bus – Clearwater April 29, 2024 appointments and Parks April 30, 2024 appointments are still available.
- Upcoming Wellness webinars and onsite activities:
 - Fitness Education: Smith Machine 101 (webinar and on-site workshop options)
 - Dementia Awareness
 - Practicing Mindfulness
 - Introduction to Ayurveda (a type of holistic medicine)
 - Gardening Harvest Tour at Chester Ochs Community Garden
 - Pelvic Health (Hinge Health)
 - Financial well-being webinars: Investment Fundamentals, Personal Finance

Learning & Development

- Soft launch of MyLearning (new learning management system) with just under 100 participants. Special thanks to the EAC for sharing meeting time to showcase MyLearning to both, the Representatives and Delegates.
- Learning Plans (formerly Learning Paths) are in full swing with 44 new inquiries since the launch. We are hosting Learning Plan webinars on April 22, 2024 and May 2, 2024.
- Custom workshops continue strong at Building & Development Review Services with Team Unity, the Tax Collector with Instills Trust, and Utilities with Situational Adaptability. Combined, 85 participants were in attendance.
- Second group of learners complete Leadership Boot Camp this week. Thus far, in 2024, 64 participants have attended the five-week program.

Communications & Outreach

- Initial *Pen* Feedback Survey Results – survey was open from February 28, 2024 to April 8, 2024. Offered online through Microsoft Forms as well as a printable version could be

interofficed through communications. Survey was advertised through email, including the February and March *Pen*; MyPinellas, SharePoint, Learning & Development and HR Website (homepage and Publications page). 275 responses out of 3,100 employees (8.8%). Notable: How do you prefer to view/receive *Pen* (226 responses) Response: By email in printable PDF format (59.3%). Next steps: *Pen* will continue with current formats for next two months, Communications will revisit in June. Final decisions will come to EAC first.

- We are in the process of implementing GivePulse to replace our current internal VIP Volunteer Management System.
 - Based on feedback from volunteers and site coordinators, we are introducing a new, more interactive platform that is geared toward user experience and offers an easier way to report hours.
 - Volunteers will enter their hours in the system differently. They are able to receive direct communication from Volunteer Services and site coordinators through the system and see their milestone hours. Some departments will use shift assignments within GivePulse for easier scheduling and onboarding and offboarding.
 - Heritage Village, Parks and Animal Services have pilot-tested this with several of their volunteers. The next step is to ask all volunteers to claim their accounts in June, 2024 and go live with the system in July, 2024. This was done intentionally, as summer has a limited number of active volunteers, so it allows site coordinators to work with a smaller number of volunteers in transitioning to the new system. Current system is old; new system will be great, long-term, for volunteers. Currently, over 700 active volunteers (some are not accounted for), 20K hours per month.

Workforce Strategy – Recruitment / HRMS / Classification & Compensation; March 2024

- The time-to-fill in March was 58.47 days.
- 43 new hires in March.
- 31 promotions occurred in March.
- Annualized turnover was 14.49% with 65 separations. (January through March, 2024)
 - 10 terminations
 - 15 retirements
 - 40 resignations – HR will do a deeper dive into resignations and analyze data based on specifics (i.e. Appointing Authorities, Percentage by Departments). Workforce Relations only does exit interviews for BCC, including employees accepting promotions or laterals. Information is captured.

UPB / EAC Meeting Questions

- **Annual Leave hours increase?** Hours are equitable with other governmental agencies.
- **Incentives for Bilingual employees?** Nothing available currently. Comments ensued. Interpreter Resources/translation language guide are available through Office of Human Rights.
- **County Park discounts for employees?** Not at this time.
- **Pay compression being addressed, timeline?** Looked at on an ongoing basis.
- **Cigna complaints, number to-date?** Currently being examined, hired a new National Health Care Benefits Broker (Gallagher) to assess and make recommendations for next steps. **Will Express Scripts be evaluated?** Eventually, but Cigna will be first. **Wellness Challenges?** If you have an issue, please reach out to Benefits.
- Increase of FMLA leave? Hours Federally mandated, not by county.

Open Discussion / Roundtable

Are funds available to employees vested in Florida Retirement if they're terminated? Your monies are still there, can be transferable to another FRS employer, but funds are subject to

withdrawal penalties if taken before designated time. Also, FRS outlines Forfeiture of Benefits due to Job-Related felony offenses under Florida Statute 121.091.

Will you lose your Annual Leave if you are terminated? No, three times your annual accrual can be cashed out. Floaters and Personal days not used will be lost.

*EAC Representatives in attendance at this meeting:

Jeff Albenzio*

Lisa Arispe*

Donna Beim*

Jordan Blendinger*

Zach Bloomer**

Samuel Chambray*

Cierra Chin*

Leena Delli Paoli

Katiah Fitzpatrick*

Gretchen Keehn*

Lora Kyle-Woodall

Clarethia McClendon*

Maggie Miles*

Michael Polizzi*

Willie Roundtree*

