

Joint Unified Personnel Board/Employees' Advisory Council
Pinellas County
April 18, 2024 Meeting Minutes

The Unified Personnel Board (UPB) and the Employees' Advisory Council (EAC) Representatives met for a joint meeting at 3:40 PM on this date in the Clerk's Fourth Floor Conference Room at the Pinellas County Courthouse, 315 Court Street, Clearwater, Florida.

Present - UPB

Ricardo Davis, Chair
Ralph O. Reid, IV, Vice-Chair
Jeffery Kronschnabl
Peggy O'Shea
William Schulz, II
Joan M. Vecchioli

Not Present

Kenneth Peluso

Present - EAC

Lisa Arispe, Chair
Jeff Albenzio
Sam Appel (alternate for Zach Bloomer)
Donna Beim
Jordan Blendinger
Samuel Chambray
Cierra Chin
Katiah Fitzpatrick
Gretchen Keehn
Clarethia McClendon
Maggie Miles
Michael Polizzi

Not Present

Zach Bloomer
Lora Kyle-Woodall
Leena Delli Paoli
Willie Roundtree

Others Present

Wade Childress, Chief Human Resources (HR) Officer
Maria Ciro, HR Assistant Director
Ashley Jackson, HR Executive Assistant
Irena Karolak, HR Manager
Missy Kracher, HR Consultant
Rodney Marion, Workforce Relations Director
Amanda Smith, Workforce Relations Project Coordinator
Tammy Burgess, Board Reporter, Deputy Clerk
Other interested individuals

CALL TO ORDER

Chair Davis called the meeting to order at 3:40 PM and led the Pledge of Allegiance.

INTRODUCTIONS

At the request of Chair Davis, those in attendance introduced themselves.

HUMAN RESOURCES DIRECTOR GOALS/TIMELINES DISCUSSION

Chair Davis indicated that while the UPB will make a decision at a future UPB meeting regarding the structure of the performance evaluation for the Chief HR Officer position, part of the intent for today's meeting is to obtain input from the EAC members for incorporation into deliberations by the UPB, noting that input from Mr. Childress will also be sought; whereupon, he responded to a query by Ms. Beim regarding his opinion of a 360 evaluation process.

Mr. Reid and Ms. Vecchioli discussed the importance of receiving regular input and feedback from the EAC and Appointing Authorities for the establishment of goals and performance evaluation for the Chief HR Officer and purpose of the Special Act related to the EAC's role as representative of the County's employees.

Discussion ensued regarding the following topics:

- Medical benefits issues and complaints
- Ongoing communication, coordination, and collaboration
- Length of appeal hearings
- Review of HR processes and procedures
- Anonymity, structure, and departmental utilization of voice survey results
- Performance management process for departments outside of the HR Department

- Creating a culture of trust and transparency
- Training for new supervisors
- Independent structure and functionality of each Appointing Authority
- Improved working relationship between the EAC, the UPB, and the Appointing Authorities
- Support for the EAC by members of management
- Training opportunities for new EAC delegates and representatives
- EAC employee advocate program

OPEN DISCUSSION

This item was not addressed.

ADJOURNMENT

Chair Davis adjourned the meeting at 4:53 PM.