

Unified Personnel Board
Pinellas County
September 5, 2024 Meeting Minutes

Present

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

Others Present

Wade Childress, Chief Human Resources (HR) Officer
Jennifer Monroe Moore, Ogletree, Deakins, et. al., P.C., Board Counsel
Leena Delli Paoli, Employees' Advisory Council Representative
Tammy Burgess, Board Reporter, Deputy Clerk
Other interested individuals

All documents provided to the Clerk's Office have been made a part of the record.

CALL TO ORDER

Chair Davis called the meeting to order at 6:30 PM; whereupon, he led the Pledge of Allegiance.

CITIZENS TO BE HEARD

No one responded to the Chair's call for citizens to be heard.

EMPLOYEES' ADVISORY COUNCIL (EAC) REPRESENTATIVE

Ms. Delli Paoli indicated that, at its last meeting, the EAC members discussed benefits changes being implemented; whereupon, she expressed appreciation to the Board for allowing her to participate in the joint meeting with the Appointing Authorities.

CONSENT AGENDA

Minutes of the Regular Personnel Board Meeting Held August 1, 2024

Mr. Reid made a motion to approve the August 1 meeting minutes. The motion was seconded by Ms. Vecchioli and carried unanimously.

NEW BUSINESS

FY2025 Pay Plan Adjustments

Mr. Childress presented a request to approve the annual classified Pay Plan adjustments, which would increase the minimum pay rates by 1.0% and the maximum by 3.5%; whereupon, referencing the chart titled *FY25 Draft Classified and Firefighter Pay Plans* included in the agenda packet, he indicated that the first and second grades listed will not be subject to the aforementioned increases and provided the following explanation:

- A significant increase to the first pay grade was made to the minimum last year and will remain at \$18.00 per hour.
- The minimum of the second pay grade would be increased by 4%, to \$18.72 per hour, and is an adjustment to account for some compression of the ranges.

Mr. Childress provided a brief historical perspective related to the typical percentage of range spreads. He noted that there would be no budgetary impact as a result of the adjustments; and that there are plans to adjust the exempt pay plans by the same amounts.

In response to a comment by Chair Davis, Mr. Childress clarified that the proposed increases would bring the majority of the pay grades back to the 60% range spread.

Ms. Vecchioli made a motion to approve the request. The motion was seconded by Mr. Peluso and carried unanimously.

Human Resources Career Paths Recommendation

Mr. Childress indicated that, in 2023, the UPB approved the implementation of career paths for County employees. He provided information related to the career path process, noting that he is requesting approval to implement career paths for the HR Technician and HR Specialist positions; whereupon, he provided brief details regarding the three levels associated with the career paths of these positions, including eligibility for 2% pay increases at levels two and three.

Mr. Peluso made a motion to approve the request. The motion was seconded by Ms. Vecchioli and carried unanimously.

Chief Human Resources Officer's General Increase

Mr. Childress indicated that, based on his research, the Board previously requested that general increases for his position be brought before the Board for approval; and that he is requesting that his salary be adjusted by the same general increase as other County employees.

Mr. Reid made a motion to approve the request with the same effective date for all County employees. The motion was seconded by Mr. Peluso and carried unanimously.

INFORMATIONAL ITEMS

HR Update

Mr. Childress indicated that an HR update is included in the agenda packet for review by the members; whereupon, he noted that a newly hired Benefits Director will be starting on Monday.

In response to comments and queries by Ms. Vecchioli, Mr. Childress related that he has not received any recommended changes to the goals discussed at the UPB's joint workshop with the Appointing Authorities; whereupon, Attorney Moore indicated that, if the Board is inclined to do so, it may approve the goals through a formal action at tonight's meeting.

Thereupon, Ms. Vecchioli made a motion to approve the goals presented at the UPB's joint workshop with the Appointing Authorities as this year's goals for the Chief Human Resources Officer. The motion was seconded by Mr. Peluso and carried unanimously.

Action Taken Under Authority Delegated by the Personnel Board

Mr. Childress referenced the document containing the delegated actions, noting that it reflects technical changes to positions which have taken place during the past month.

APPELLANT'S MOTION FOR RECONSIDERATION OF TERMINATION APPEAL

Michael Van Hofwegen v. Pinellas County Property Appraiser

Attorney Craig L. Berman appeared, indicated that he represents the Appellant, Mr. Van Hofwegen, and summarized the Appellant's position regarding the Motion for

Reconsideration; whereupon, Assistant County Attorney Kirby Kreider, representing the Pinellas County Property Appraiser's Office, provided a response on behalf of the Appellee. Attorneys Berman and Kreider responded to queries by the members and provided additional comments.

Mr. Peluso related that the Appellant's Motion for Reconsideration does not change the facts or the reasons for the Board's previous vote regarding this case; whereupon, he made a motion, indicating that it is to deny the Appellant's Motion for Reconsideration. Chair Davis then stated that the motion died for lack of a second.

During discussion and in response to comments and queries by the members, Attorney Moore provided information regarding the Personnel Rule relating to two Motion for Reconsideration requirements, specifically with reference to new evidence and a showing that the Board's decision was made through, or based upon, collusion, deceit, or mistake of fact or law.

A brief discussion ensued wherein Chair Davis and Mr. Reid expressed concerns regarding new evidence brought forward today by the Appellant and the potential impact that it may have had on the Board's decision at the Appeal of Termination hearing; whereupon, Mr. Kronschnabl made a brief comment.

Mr. Peluso restated his motion to deny the Motion for Reconsideration, which was seconded by Ms. Vecchioli and carried by a vote of 4 to 2, with Chair Davis and Mr. Reid dissenting and Mr. Schulz abstaining. Discussion ensued regarding a member's ability to abstain from voting without a conflict of interest. Attorney Moore indicated that Mr. Schulz cannot abstain and must vote; whereupon, Mr. Schulz related that he would vote in favor of denying the Motion for Reconsideration.

Thereupon, Attorney Moore clarified that the motion carried with a vote of 5 to 2.

ADJOURNMENT

Chair Davis adjourned the meeting at 7:41 PM.