



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, May 21, 2025, 1:30 p.m. – 3:30 p.m.

Prepared by Zach Bloomer

Call to Order

The EAC Representative meeting was called to order at 1:34 p.m. by Chair Lisa Arispe.

Approval of Meeting Minutes

- Michael Polizzi motioned to approve the August 21, 2024 EAC Representative meeting minutes with corrections, seconded by Leena Delli Paoli. Unanimously approved. Motion carried.
- Michael Polizzi motioned to approve the December 18, 2024 EAC Representative meeting minutes with corrections, seconded by Leena Delli Paoli. Unanimously approved. Motion carried.
- Leena Delli Paoli motioned to approve the April 16, 2025 EAC Representative meeting minutes with corrections, seconded by Michael Polizzi. Unanimously approved. Motion carried.

HR Update – Wade Childress, Chief Human Resources Officer

General HR updates:

- May HR Update handout distributed.
- CHRO Childress informed the EAC of Brennan Atwood's lateral transition to focus more on enterprise resource planning (ERP) functionality as the Technology, Compensation, & Operations Manager, and the hiring Judith Peterson as Recruitment Manager.
 - Ms. Peterson begins her role at Pinellas County on June 2, 2025.
- Mr. Childress was forthright with his pre-existing working relationship with Ms. Peterson at Empath Health, where she worked as Senior Recruitment Manager for 19 years.
- The EAC asked clarifying questions to Mr. Childress that yielded the following information:
 - The Recruitment Manager is an exempt position, at an E-26 paygrade.
 - The position was not open to candidates, filled by Mr. Childress' appointment, as permitted by all appointing authorities for exempt positions.

Benefits and Wellness update:

- FMLA Update: If both parents work for Pinellas County, they are each eligible for 12 weeks of FMLA time. The FMLA webpage will be updated to reflect this.
- Clarification that all "onsite" wellness screenings, appointments, etc. can be conducted on work time if prior approval has been granted by the supervisor. "Onsite" means a temporary site closer to the worksite and is a reasonable distance from the employee's worksite. It does not necessarily have to be at the same address (i.e. Employees working at the Annex on Ft Harrison, 333 Chestnut, or 310 Court Street could be eligible for a bus-based service in the Oak Ave parking lot that typically serves 315 Court Street).
 - Onsite blood donations at the OneBlood bus are also allowed without use of leave with supervisor approval.
- If an onsite Quest biometric screening opportunity is available, employees are welcome to attempt a walk-in visit.
- Routine update of wellness events and webinars: Up-to-date information regarding events and classes, as well as community events can be found at: <https://pinellas.gov/wellness-classes/>

Communications and Outreach

- *Management Resources* SharePoint site has replaced the “Manager Forms and Letters” SharePoint and the “Manager Resources” webpage.
- The 2025 *Employee Voice Survey* will take place from August 18, 2025 to September 8, 2025.
 - There will be many further communications about the upcoming survey.

Learning and Development:

- Leader Boot Camp cohort 13 launched May 20, 2025 with 30 participants.
- L & D Director is attending road shows with Workforce Relations to address barriers in career paths and ladders.
- Continue to collaborate with the Learning Leaders Alliance to develop a unified approach for all Pinellas County learners.
- One of the goals of the L&D is to work on minimizing canceled classes through increased participation, developing alternatives, and have better overall results.
- A routine list of education classes and learning opportunities can be found at <https://pinellas.gov/learning-development/>.

HR Operations & Recruitment (Classification & Compensation / Contracts, Budget & Logistics)

- All employees leaving the county will now receive their last paycheck by direct deposit. Previously, some departments issued paper checks.
 - The EAC asked about paystubs for the final payment since a former employee would no longer have access to OPUS to view it. HR agreed that it was important that the payee have all the information a paystub would have on it and would get with Payroll to make sure something is sent to the recipient with the relevant payment information.
- Time-to-fill in April 2025 was 58.26 days.
 - 44 new hires in April 2025.
 - 25 promotions in April 2025.
- There were 35 separations in April 2025:
 - 4 Terminations, 6 Retirements, 25 Resignations
- Year-to-date annualized turnover was 14.7%. Rolling 12-month turnover is 14.7%.

Open Discussion

- **Questions:** Clarification of “Under Review” status of applications of closed employment positions when there has been no rejection or answer received. **Answer:** The hiring manager needs to close it out and respond. Brennan can be emailed for follow-up if it has been a long time and it’s known the position has been filled. In the past, HR would send rejection emails, but some hiring managers didn’t like that because they wanted to control the information exchange.
- **Please Discuss:** Double Encumbering of positions. **Answer:** Department heads, AAs decide on any given situation. It’s always specific to departmental needs and budgetary allowances. Some positions don’t need it or are strictly prohibited. Some reasons take priority, such as major retirements or military leave.
- EAC discussion on the widely varying ways different AAs take time (or not) to communicate with internal employees vying for promotions when they are unsuccessful in attaining said position.
- **Please elaborate on:** Explanation of new ERP system. **Answer:** The RFP is in progress. Purchasing rules prohibit discussion on current participants. Initial system setup should be nearing completion by end of 2025. Payroll to build out in 2026 with the full start of wide use by 2027. There will be a lot more information on this later in the year or next.
- **Question:** Staff have questions for clarification of hurricane duties related pay. Who should they contact? **Answer:** email Brennan Atwood (for any compensation items).

Adjournment / Break

Chair Lisa Arispe called a break at 3:15 p.m. in preparation for the joint EAC / AA meeting scheduled to start at 3:30 p.m.

*EAC Representatives in attendance at this meeting:

Jeff Albenzio*

Lisa Arispe*

Melissa Bancroft*

Jordan Blendinger*

Zach Bloomer*

Samuel Chambray*

Cierra Chin*

Leena Delli Paoli*

Cara Duck*

Katiah Fitzpatrick*

Gretchen Keehn*

Claretha McClendon*

Maggie Miles*

Michael Polizzi*

Christian Wright*