



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, June 18, 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 2:32 P.M. by Chair Lisa Arispe.
- Welcome to Michael Sporck, sitting in for Representative Jeff Albenzio, Tax Collector's Office.**

Approval of Meeting Minutes

- Melissa Bancroft motioned to approve the January 15, 2025 EAC Representative meeting minutes with corrections, seconded by Leena Delli Paoli. Unanimously approved. Motion carried.
- Michael Polizzi motioned to approve the May 21, 2025 EAC Representative meeting minutes, seconded by Leena Delli Paoli. Unanimously approved. Motion carried.
- Katiah Fitzpatrick motioned to approve the May 21, 2025 EAC Representatives / Appointing Authority meeting minutes with corrections, seconded by Michael Polizzi. Unanimously approved. Motion carried.

HR Update – Wade Childress, Chief Human Resources Officer

General HR updates:

- June HR Update handout distributed. Discussion led by Zach Bloomer about inclusion and/or distribution of the HR update. No consensus was reached on this topic.
- Introduction of new HR Recruitment Manager, Judith Petersen.
- Jim Valliere has accepted a position within Public Works as an HR Coordinator.
- Three new positions have been posted for the Learning and Development overhaul.

Benefits and Wellness update:

- Additional onsite biometric screening opportunities will be announced for August and September.
 - Most will be available to all employees, but some will be reserved for onsite employees.
- Overall completion rate of biometric screening is ahead of recent previous years.
- Routine update of wellness news, 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:

- The 2025 *Employee Voice Survey* will take place from August 18, 2025 to September 8, 2025.
- Polco has been selected as the third-party vendor to conduct the survey.
- Communications about the survey from HR are being focused to highlight anonymity and to explain how comments will be shared.
- There are three information sessions scheduled to answer questions about the Survey:
 - August 18, 2025: 11:30 a.m. – 12:30 p.m.
 - August 26, 2025: 3:00 p.m. – 4:00 p.m.
 - September 3, 2025: 8:30 a.m. – 9:30 a.m.
- HR has been preparing for the rollout of "Windows Hello for Business" with Business Technology Services (BTS). The software will allow employees to use fingerprint scanning, facial recognition, or a personal identification numbers (PIN) to sign in to county devices.

- Although all employees will need to enroll in *Hello*, employees will not be required to use these login features and may continue using the current standard password method.
- BTS asks employees to minimize the use of a VPN when other connection methods are available to help the county save on license fees.

Learning and Development:

- The New Employee Orientation (NEO) schedule is being adjusted to bi-weekly to align with the pay cycle beginning June 30, 2025.
- NEO location will move to 14 S Fort Harrison Ave, 4th Floor Training Center to accommodate the larger group and provides for free parking.
- 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)

- Time-to-fill in May 2025 was 57.3 days.
 - 31 new hires in May 2025.
 - 25 promotions in May 2025.
- There were 45 separations in May 2025:
 - 4 terminations, 35 resignations, 9 retirements
- Year-to-date annualized turnover was 15.1%. Rolling 12-month turnover is 14.5%.

Representative Vacancy

- Samuel Chambray resigned from the council due to promotion, leaving the Representative seat for Other Appointing Authorities vacant. Thank you for your service, Samuel.
- Other Appointing Authorities include:
 - BTS, County Attorney, Forward Pinellas, Human Resources, Office of Human Rights

2025 EAC Elections

- The following seats have elections scheduled this year:
 - BCC Groups: 1, 2, 6, 8, Clerk North, Property Appraiser, Supervisor of Elections
- Discussion about needed redistribution of BCC Groups' delegate areas to better equalize the classified employee counts among the Groups.

Open Discussion

- Upcoming EAC Delegate meetings reminder; planned guest speakers. Start thinking about 2026.
- Retraining of CPR classes; Managers can request as needed.
- Representatives highlighted different ways appointing authorities & department leaders recognize (or fail to recognize) various employee service milestones.
- Continue past discussion about parking garages; both primary downtown parking garages still appear to be inefficiently utilized.
- **Question:** Can wellness points be directed to a health savings account (HSA)? **Answer:** Not practically, no. Recommended to switch to cash and then bump up the HSA contribution.
- Additional county employee-centered extracurricular activities brainstorming. HR reminded us that they do not need to sanction activities. Bring forth ideas for potential future group interaction.

Zach Bloomer motioned to adjourn the meeting at 4:46 P.M., seconded by Katiah Fitzpatrick.

*EAC Representatives in attendance at this meeting:

Jeff Albenzio**

Lisa Arispe*

Melissa Bancroft*

Jordan Blending*
Zach Bloomer*
Cierra Chin*
Leena Delli Paoli*
Cara Duck*
Katiah Fitzpatrick*
Gretchen Keehn
Claretha McClendon*
Maggie Miles*
Michael Polizzi*
Christian Wright*