



# Employees' Advisory Council



to continually improve the Pinellas County classified employees' quality of work life

## Employees' Advisory Council – Representative Meeting Minutes

333 Chestnut St. Clearwater, FL, Communications, Palm Room

Wednesday, August 20, 2025, 2:30 p.m. – 4:30 p.m.

Prepared by Zach Bloomer

### Call to Order

- The EAC Representative meeting was called to order at 2:41 p.m. by Chair Lisa Arispe.

### Approval of Meeting Minutes

- Melissa Bancroft motioned to approve the July 16, 2025 EAC Representative meeting minutes, seconded by Cara Duck. Unanimously approved. Motion carried.
- Zach Bloomer motioned to approve the July 24, 2025 EAC Delegate meeting minutes, seconded by Jordan Blending. Unanimously approved. Motion carried.

### Guest Speaker – Blaine Williams, Assistant County Administrator

- Lisa Arispe Introduced Assistant County Administrator, Blaine Williams.
- Mr. Williams thanked the EAC for inviting him to speak and answer questions regarding the new Pinellas County Government headquarters.
- The new Pinellas County Government campus will be located in east Largo at 13600 Icot Blvd. on a parcel acquired in 2023 for about \$33,000,000.
- Just east of U.S. Highway 19 on the north side of Ulmerton Road, the new headquarters will replace the workspace of all downtown Clearwater Pinellas County Employees.
- The campus location is ideal, as it is at the demographic center of Pinellas County.
- The County intends to sell most downtown real estate to the City of Clearwater and to relocate all county workers to the new campus.
- The county has hired Ajax as the *construction manager at risk* along with HOK as the *architect of record* as the primary consultants for the project at a cost of about \$21,000,000 with a goal for final drafts of the first phase to be completed around December 2025.
- It's estimated that the first phase count be completed as soon as 2028 and includes three main buildings of over 300,000 square feet of usable space for about 1,300 employees.
- The plan is predicated on the WFH policy remaining the same.
- The fitness center is planned to be located on the first floor of the parking garage.
- The three initial mid-rise buildings are planned to be generally used as follows:
  - Courts / Justice Center
  - Administration Building
  - Development Building
- There will be an area customers can accomplish most of their business goals in a centralized location, such as recording documents, pulling permits, filing exemptions, utilities, etc.
- Even though the upfront costs for the new site are substantial, it's estimated the cost of keeping (and maintaining) all 14 buildings downtown will exceed the cost in the mid-long term of the new complex, especially when the sale of the existing properties are factored in.
- All stakeholders are expected to continue being involved and used as their own area experts for the benefit of campus function and utility.
- A SharePoint site will be created for employees to access for continued updates.

## **HR Update – Wade Childress, Chief Human Resources Officer**

- August HR Update handout distributed.
- Disaster Pay Instructions: A new timecard coding FAQs webpage has been developed. The information will be shared with supervisors in the coming days.

### **Benefits and Wellness update:**

- The deadline for submitting proof of a routine dental visit for reward purposes for the first half of 2025 has passed. The employee typically submits this on Cigna's Livewell application, but HR will take emailed proof rewards until August 27 at [wellness@pinellas.gov](mailto:wellness@pinellas.gov). Explanation of Benefits
  - Dental visits from July 1 through December 31, 2025 should be submitted through UMR's Livewell application.
- Final onsite biometric screening options have been set. The final onsite date will be October 24 for 2025. Please encourage employees to not wait until last minute.
- There are two remaining dates for the mammogram bus: August 26, 2025 at the Justice Center and September 16, 2025 at the Star Center.
- The *Getting Ready for Retirement* information session & workshop will be held at the Magnolia Room in Largo on September 9, 2025, from 8:30 a.m. to 12:00 p.m. Recommended for employees expected to retire within the next 10 years to learn more about benefits under the Florida Retirement System (FRS) and Pinellas County.
- 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* started August 18, 2025; will be open until September 8, 2025.
- There are two more information sessions scheduled to answer questions about the Survey:
  - August 26, 2025: 3:00 p.m. – 4:00 p.m.
  - September 3, 2025: 8:30 a.m. – 9:30 a.m.
- Brief discussion on intent of the question on survey regarding “relationship between compensation and performance.” Clearly this is not meaning a formal merit raise system, as we do not have one in place, but rather in respect to the career paths, special merit raises, etc.
- The EAC asked in follow-up, “how many employees have received a special merit raise?” HR did not have that figure at the time of the meeting.

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

- Time-to-fill in July 2025 was 67.4 days.
  - 38 new hires in July 2025.
  - 23 promotions in July 2025.
- There were 34 separations in July 2025:
  - 3 deaths, 4 terminations, 20 resignations, 7 retirements
- Year-to-date annualized turnover was 14.4%. Rolling 12-month turnover is 13.9%

### **Learning and Development:**

- There were 25 employees that graduated CPM with a ceremony held August 14, 2025 at the Performing Arts Center in Largo.
- Cohort 14 starts Boot Camp Leadership Essentials on September 9, 2025 with 30 employees. This brings the total participants for the year to 116.
- Nominations are being accepted for the Six Sigma Yellow Belt training, schedule to begin next month. So far, 55 employees are registered to attend.
- HR is rolling out the new self-paced eLearning options. See MyLearning for more details.
- A routine list of education classes and learning opportunities can be found at <https://pinellas.gov/learning-development/>.

### **Open Discussion / Roundtable & Action Items**

- Charles Toney reminded the EAC of the importance of the Legislative Delegation, meeting September 13, 2025, at the Seminole Campus of St. Petersburg College (SPC) and September 24, 2025, at the Clearwater SPC campus.
- These are good opportunities to meet the people, see the process, hear ideas, and give feedback for potentially important rule changes that will have lasting effects on employees' lives.
- Delegation topics vary, with the most common employment related topic being the Florida Retirement System (FRS), however, on occasion there are others. The recent past attempt to limit retirement options was brought up as an example. The rule would have required new employees to join the private investment option for retirement as opposed to having the option to choose between the pension and private investment plan.
  - Mr. Toney suggests these meetings provided a forum for pushback to be received by the legislators. That proposed rule was abandoned after the delegation meetings that year.
- Maggie Miles is expected to be out for the next meeting due to personal reasons.
- Discussion about scheduling of leave after notification to supervisor about the likelihood of being absent for an extended period of time. Example: If you are ill or injured and expect to be out for a week, the entire first day first is "unscheduled" but the rest of the time is "scheduled."

Zach Bloomer motioned to adjourn the meeting at 4:10 p.m., seconded by Cara Duck

\*EAC Representatives in attendance at this meeting:

Jeff Albenzio\*

Lisa Arispe\*

Melissa Bancroft\*

Jordan Blendinger\*

Zach Bloomer\*

Cierra Chin\*

Leena Delli Paoli

Cara Duck\*

Katiah Fitzpatrick

Gretchen Keehn\*

Claretha McClendon\*

Maggie Miles

Michael Polizzi

Robyn Sparrow\*

Christian Wright\*