

Unified Personnel Board
Pinellas County
November 6, 2025 Meeting Minutes

The Unified Personnel Board (UPB) met in regular session at 6:31 PM on this date in the County Commission Assembly Room at the Pinellas County Courthouse, 315 Court Street, Clearwater, Florida.

Present

Ricardo Davis, Chair
Ralph O. Reid IV, Vice-Chair
Jeffery Kronschnabl
Kenneth Peluso
Mark Strickland

Not Present

Peggy O'Shea
William Schulz II

Others Present

Lisa Arispe, Employees' Advisory Council Representative
Wade Childress, Chief Human Resources Officer
Jennifer Monroe Moore, Ogletree, Deakins, et. al, P.C., Board Counsel
Ashley Pabilonia, Board Reporter, Deputy Clerk
Other interested individuals

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

CALL TO ORDER

Chair Davis called the meeting to order at 6:31 PM and led the Pledge of Allegiance.

EMPLOYEES' ADVISORY COUNCIL (EAC) REPRESENTATIVE

Deviating from the order of the agenda, Chair Davis indicated that Ms. Arispe is not currently in attendance; and that the Board will return to the item if she arrives.

Later in the meeting, Ms. Arispe arrived and related that she is available to respond to any queries.

CITIZENS TO BE HEARD

No one responded to Mr. Childress' call for citizens to be heard.

CONSENT AGENDA

Minutes of the Regular Personnel Board Meeting Held October 2, 2025

Chair Davis indicated that this is a request for approval of the minutes for the regular Personnel Board meeting held on October 2; whereupon, Mr. Peluso made a motion, which was seconded by Mr. Kronschnabl and carried unanimously.

NEW BUSINESS

Proposed Changes to the Employees' Advisory Council Bylaws

Chair Davis indicated that the next item is a request for approval of the proposed changes to the Employees' Advisory Council bylaws.

In response to a query by Mr. Peluso, Attorney Moore indicated that, in Ms. Arispe's absence, the members may skip this item and return to it later or engage in discussion and then vote; whereupon, Mr. Peluso made a motion to approve the language as stated in the proposed bylaws.

Responding to Mr. Reid's request for a presentation, Mr. Childress indicated that Ms. Arispe is requesting that EAC members be provided the option to attend meetings remotely, under specific circumstances; whereupon, Mr. Childress presented the following proposed conditions for remote participation, which were modeled after the process utilized by the Board of County Commissioners:

- Presence of a quorum at the in-person meeting location
- Member's inability to attend in-person due to illness, injury, or extraordinary circumstances
- Member's full attention and participation while in virtual attendance

Mr. Strickland referenced the second bullet in the proposed bylaw changes and pointed out a typographical error, noting that "in unable" should be modified to reflect "is unable"; whereupon, Mr. Peluso amended his motion to reflect "is unable", which was seconded by Mr. Reid and carried unanimously.

INFORMATIONAL ITEMS

Reappointments of the following Personnel Board Members for 2026-2027:

- Ralph O. Reid IV by the Employees' Advisory Council
- Mark Strickland by the Constitutional Officials

Chair Davis noted that Messrs. Reid and Strickland have been reappointed to the Personnel Board for the term of 2026-2027.

Employee Voice Survey

Mr. Childress provided an update regarding the Employee Voice Survey, indicating that the survey was distributed in August; and that, across the County, approximately 67% of employees participated. He related that the survey results were received in October and subsequently distributed to the Appointing Authorities; and that staff is currently in the process of distributing the results to department directors; whereupon, Mr. Childress discussed next steps, including that HR will be requesting that directors share the survey results with their employees and schedule meetings with them to discuss strengths, weaknesses, and opportunities for improvement; and that employees will assist with the creation of action plans.

Mr. Childress indicated that the Survey reflected that the HR Department had a participation rate of 94%, as well as results that were slightly lower than the County average. He related that the results were distributed to HR employees; and that he met with them to discuss the results and identify strengths; whereupon, he discussed next steps, including the intent to create small work groups, divided by manager, so that employees can provide input, suggest action plans, and potentially offer to work on a committee for action plan implementation.

Thereupon, Mr. Childress indicated that he will report back to the Board with updates regarding the action plans and their implementation.

In response to a query by Mr. Reid, Mr. Childress indicated that he expects to return to the Board with an update within three months.

HR Update

Mr. Childress indicated that he can answer any queries regarding the *HR Update or Actions Taken Under Authority Delegated by the Personnel Board*.

Deviating from the agenda, Mr. Reid queried as to whether there are any other items on the next UPB meeting agenda, aside from an appeal; whereupon, Mr. Childress briefly discussed an agenda item regarding a minor rule change related to the County's Workplace Violence Policy.

Responding to a query by Mr. Kronschnabl, Attorney Moore provided an overview of procedures associated with appeals, including details related to pre-hearing conferences and efforts to ensure an efficient hearing process; whereupon, brief discussion ensued.

ADJOURNMENT

The meeting was adjourned at 6:47 PM.