

Joint Unified Personnel Board/Appointing Authorities
Pinellas County
October 22, 2025 Meeting Minutes

The Unified Personnel Board (UPB) and the Appointing Authorities met for a joint meeting at 3:00 PM on this date in the Clerk's Fourth Floor Conference Room at the Pinellas County Courthouse, 315 Court Street, Clearwater, Florida.

Present – UPB

Ricardo Davis, Chair
Ralph O. Reid IV, Vice-Chair
Jeffery Kronschnabl
Peggy O'Shea

Not Present

Kenneth Peluso
William Schulz II
Mark Strickland

Present – Appointing Authorities

Betina Baron, Director, Office of Human Rights
Barry A. Burton, County Administrator
Greg Carro, representing Jeff Rohrs, Business Technology Services (BTS)
Wade Childress, Chief Human Resources Officer (CHRO)
Don Crowell, representing Jewel White, County Attorney
Tina Jablon, representing Whit Blanton, Forward Pinellas
Catherine Bailey Noble, representing Adam Ross, Tax Collector
Jeanette Staveley, representing Ken Burke, Clerk of the Circuit Court and Comptroller
Mike Twitty, Property Appraiser

Not Present

Whit Blanton, Executive Director, Forward Pinellas
Ken Burke, Clerk of the Circuit Court and Comptroller
Julie Marcus, Supervisor of Elections
Jeff Rohrs, Chief Information Officer, BTS
Adam Ross, Tax Collector
Jewel White, County Attorney

Others Present

Jennifer Monroe Moore, Ogletree, Deakins, et. al., P.C., Board Counsel
Jessica Oakes, Board Reporter, Deputy Clerk
Other interested individuals

CITIZENS TO BE HEARD

Deviating from the agenda, no one responded to the Chair's call for citizens to be heard.

INTRODUCTIONS FOR THE BENEFIT OF THE NEW MEMBERS

At the Chair's request, those in attendance introduced themselves.

CHANGES TO THE CHIEF HUMAN RESOURCES OFFICER'S PERFORMANCE APPRAISAL

Mr. Childress indicated that, following conversations with the Appointing Authorities and the UPB regarding potential changes to his performance appraisal, a new performance appraisal was introduced last year. He related that, at the request of the Appointing Authorities, the UPB approved changing his performance appraisal from a three-point scale to a five-point scale, which aligns with the scale utilized for County Attorney Jewel White; and that the ten competencies being rated are identical between his and Attorney White's performance appraisals.

JOINT UNIFIED PERSONNEL BOARD AND APPOINTING AUTHORITIES MEETING DATES FOR 2026

Responding to a query by Chair Davis, Mr. Childress reported that 2026 meeting dates have not been scheduled. He indicated that while the current guidelines recommend meeting twice a year, the previous joint meeting was canceled due to a lack of agenda topics; whereupon, he suggested that the members discuss whether the Appointing Authorities and UPB should continue to schedule joint meetings every six months.

Discussion ensued regarding various topics, including the frequency of joint meetings, size and recurrence of market studies utilized to obtain information regarding salary competitiveness, and communication between the UPB and Appointing Authorities. Thereupon, Chair Davis indicated that one joint meeting will be scheduled for 2026; and that the members may call for additional meetings, as needed.

OPEN ISSUES FOR DISCUSSION

Discussion ensued regarding various topics, including the purchase and implementation of Workday as the County's new Enterprise Resource Planning system software, performance appraisal systems, property tax discussions at the State level, and the timeline associated with transitioning to the County's new campus.

ADJOURNMENT

Chair Davis adjourned the meeting at 3:32 PM.