

**Unified Personnel Board
Pinellas County
January 8, 2026 Meeting Minutes**

The Unified Personnel Board (UPB) met in regular session at 6:30 PM on this date in the Palm Room at the Pinellas County Communications Building, 333 Chestnut Street, Clearwater, Florida.

Present

Ricardo Davis, Chair
Kenneth Peluso, Vice-Chair
Jeffery Kronschnabl
William Schulz II
Mark Strickland

Not Present

Peggy O'Shea

Others Present

Wade Childress, Chief Human Resources Officer
Lisa McMurray, Employees' Advisory Council Representative
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 6:30 PM and led the Pledge of Allegiance.

ELECTION OF CHAIR AND VICE-CHAIR

Attorney Moore indicated that, as is customary for the January UPB meeting, the election for Board Chair and Vice-Chair will be conducted; whereupon, she requested a motion or nomination for the positions.

Mr. Peluso made a motion that Mr. Davis continue as Chair and indicated that he volunteers to serve as Vice-Chair; whereupon, the motion was seconded by Mr. Schulz.

In response to a query by Attorney Moore, Mr. Davis confirmed his willingness to continue serving as Chair. Upon Attorney Moore's call for the vote, the motion carried unanimously; whereupon, Attorney Moore related that Mr. Davis will continue as Chair; and that Mr. Peluso will serve as Vice-Chair.

CITIZENS TO BE HEARD

No one responded to the Chair's call for citizens to be heard.

EMPLOYEES' ADVISORY COUNCIL (EAC) REPRESENTATIVE

Ms. McMurray provided an update regarding her search for a replacement EAC appointee to the UPB and noted that suggestions for candidates would be helpful; that a couple of individuals have declined the role; and that she hopes to have an appointee by the March meeting.

CONSENT AGENDA

Minutes of the Joint Unified Personnel Board/Appointing Authorities Meeting Held October 22, 2025

Minutes of the Regular Personnel Board Meeting Held December 4, 2025

Chair Davis indicated that the next item on the agenda is a request for approval of the minutes for the Joint Unified Personnel Board/Appointing Authorities meeting held on October 22 and a request for approval of the minutes for the regular Personnel Board Meeting held on December 4. Upon the Chair's call for a motion to approve the Consent Agenda, Mr. Schulz made a motion to approve, which was seconded by Mr. Peluso and carried unanimously.

NEW BUSINESS

Human Resources Promotional Appointment to Exempt Role

Mr. Childress indicated that while it is his understanding that he holds the authority to make a promotion to an exempt role, he wishes to keep the Board informed of updates within Human Resources (HR). He noted that implementation of the County's new Enterprise Resource Planning software began on January 5, which will span approximately three years; that some of the ERP-related functions currently managed by Business Technology Services will be transferred to the HR Department; and that since

this will increase HR's back-end involvement with regard to the ERP system, staff has identified three positions that need to be added to HR; whereupon, he related that the intent is to promote current HR staff member, Lauren Bollinger, to the position of Application Analyst.

INFORMATIONAL ITEMS

Reappointment of the following Personnel Board Member for 2026-2027:

- Kenneth Peluso by the Board of County Commissioners

This item was not addressed.

Chief Human Resources Officer 2025 Performance Review Timeline

Mr. Childress provided details regarding the timeline of his performance review as Chief Human Resources Officer (CHRO), indicating that performance review questionnaires will be distributed to the Appointing Authorities and the EAC on January 26; and that staff will compile and distribute questionnaire responses, which will include average scores by respondent and topic. He related that he plans to schedule individual meetings with the members prior to the March 5 UPB meeting in order to discuss questionnaire responses; and that the members will formally vote at the March 5 UPB meeting regarding whether he will continue in his position; whereupon, he noted that the performance review for the CHRO position will transition from a three-point to a five-point system, which aligns with the same performance review format used for the County Attorney and County Administrator.

Deviating from the agenda, Attorney Moore indicated that an appeal is scheduled for the March UPB meeting; and that two motions related to the appeal will be brought before the Board at the February UPB meeting, including a motion to dismiss a grievance appeal and a motion requesting to not consolidate the grievance appeal with a termination appeal; whereupon, she summarized the appeal and associated motions and related that the outcome of the motions presented at the February UPB meeting will determine whether the Board will hear one or two appeals at its March meeting. Attorney Moore also noted that a quorum will be necessary at the February and March meetings; and that the same members will need to be in attendance at both meetings.

In response to a query by Mr. Peluso, Attorney Moore indicated that the February meeting will begin at 6:30 P.M.; and that the members will have the opportunity to ask questions of both parties related to the legal issues associated with the appeal and the motions.

HR Update

This item was not addressed.

Action Taken Under Authority Delegated by the Personnel Board

This item was not addressed.

ADJOURNMENT

The meeting was adjourned at 6:43 PM.