



Commissioner John Morroni

Pinellas County Board of County Commissioners

315 Court Street

Clearwater, FL 33756

(727) 464-3568 Tel (727) 464-3022 Fax

MEMORANDUM

TO: Honorable Members, Board of County Commissioners

FROM: John Morroni, Chairman

A handwritten signature in black ink, appearing to be "JM" or similar initials, written over the name "John Morroni".

SUBJECT: Personnel Board Appointment

DATE: October 30, 2012

I recommend reappointing Daniel Andriso to the Personnel Board for a two year term for 2013-2014, at our November 20th Board of County Commissioners Meeting. Mr. Andriso's term will expire in December 2012. Dan was originally appointed to the Unified Personnel Board January 1997, and most recently reappointed for a two year term in 2011. He has indicated that he would like to continue to serve on this Board.

FROM: PROFESSIONAL RESOURCES GROUP FAX NO. : 737-738-8828

Dec. 14 2000 11:58AM PT

Daniel & Julia Andriso

1828 Chukar Ridge ~ Palm Harbor, FL 34883

Phone 737-733-2810 ~ Fax 737-738-8828

December 14, 2000

Robert Stewart
Chairman, Pinellas County Board of County Commissioners
315 Court St
Clearwater, FL 33756

Dear Commissioner Stewart:

I was recently notified that my two year appointment to the Personnel Board is up for renewal. I am requesting to serve on the Board for an additional two years as the appointee of the Board of County Commissioners. Since some of the Commissioners have recently been added to the Board, it seems appropriate that I submit information on my background and experience.

The Board of County Commissioners originally appointed me as their representative to the Personnel Board in January 1997. In 1999, I was elected Vice-Chairman by the other members of the Board and recently became Chairman when the sitting Chairman resigned. Throughout my tenure, I have attempted to discharge my responsibilities in a fair and equitable manner. My Human Resources and Personnel Management experience in the private sector has been very helpful in understanding the many diverse personnel issues that consistently require the Board's attention.

Born and raised in Connecticut, I received BS in Management and Industrial Relations from the University of Bridgeport. Prior to moving to Florida in 1983, I spent 7 years with Ethan Allen Furniture as their Corporate Headquarters Personnel Manager and 6 years with Fotomat Corporation as their Personnel Director responsible for 12 locations throughout the country. In 1984, my wife and I started our own business, Uniforce Staffing Services. Over the next fifteen years, we built a successful staffing business and were nominated twice for Small Business of the Year by the Clearwater Chamber of Commerce. In 1999, we sold the business and semi-retired. Although not in the staffing business, I still do occasional Human Resources consulting work as President of Professional Resources Group, Inc.

In addition to service on the Personnel Board, I've served ten plus years on the Board of Directors of the Clearwater Chamber of Commerce and, for the past five years, serve as

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chairman of the committee that selects "Mr. and/or Mrs. Clearwater." I have previously been on numerous other chamber committees and was Vice-President for Business Development for two terms. I serve on the Board of Directors of WorkNet (Workforce Development Board) and on some of their committees. I am also on the Directions for Mental Health Board of Directors.

I trust this information is sufficient to allow the Board of County Commissioners to decide that I can continue serving on the Personnel Board. If you need additional information, please don't hesitate to contact me.

Sincerely,



Daniel Andriso

Introducing



DANIEL M. ANDRISO...The Newest Member of the Personnel Board

In late January, the Personnel Board welcomed its newest member. He is Mr. Daniel M. Andriso who was appointed by the Board of County Commissioners to replace former member James Wittkower whose term expired in December and who declined reappointment because of relocation outside of the County.

Mr. Andriso comes to the Board with an impressive set of credentials outlining his fourteen years of experience in the Personnel Management field in private industry.

Before coming to Florida in 1983, he worked at the directorate personnel level of the Fotomat and Ethan Allen Corporations in his home state of Connecticut. Since 1984, he has been the owner and president of Uniforce Staffing Services in Clearwater, a company which he and his wife founded that specializes in providing temporary employees to companies in the Tampa Bay region in the clerical, medical office support and information technology areas.

Mr. Andriso's broad and solid experience in all aspects of personnel management from "both sides of the aisle" makes his appointment particularly fitting. This should assist the Board in continuing to give the management and workforce of the County fair, reasoned and balanced judgments on those matters coming before it.

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Pinellas Pen

May, 1997

PINELLAS COUNTY, FLORIDA

Vol. 26, No. 2

ANNUAL MARKET SURVEY APPROVED

At its March meeting, the Personnel Board, following satisfactory answers from the Director of Personnel on questions that were raised about pay grade changes, possible future lump-sum performance awards and other related personnel matters, approved the FY 97-98 Annual Market Survey and Budgetary Forecast.

The one remaining action is the approval of the BCC in September when it adopts the overall County budget which includes the forecast contained in the Personnel Department's Market Survey report. This approval, as expected, will permit the implementation of the Survey's salary and variable merit increase recommendations effective September 28.

Here are the approved recommendations in the Market Survey:

- ~ Adjust salary ranges upward by 3%.
- ~ Provide a 0% to 7% variable merit range.
- ~ Maintain Health Care funding at the current level.
- ~ Grant, effective March 9, 1997, one upward pay grade change in the classification of Microfilm Equipment Operator I, Network Technician, Senior Network Technician, Lead Network Technician and Network Technician Supervisor.

The expanded 0% - 7% range for granting merit increases is expected to enable employees to move through the pay ranges at a somewhat more rapid pace. This should help alleviate concerns experienced by a growing number of employees and management and strengthen the County's competitive position in the labor market.

In arriving at its recommendations, the Survey took cognizance of the current CPI rate of 3.1%, the 3.5% unemployment rate for Pinellas County and the County's turnover rate of 7.54% (up from 5.8% last year).

Participants in this year's market analysis included the Cities of Tampa, Clearwater, St. Petersburg, Largo and Orlando, the Counties of Hillsborough, Orange and Palm Beach, and the School Board and SWFWMD. Statistical data was also obtained from several prominent professional Human Resources Associations, leading management consulting firms and the U.S. Department of Labor.

In the local area contacts, 52 benchmark classifications were surveyed which covered all classified pay grades and almost 1,000 (roughly one third) County employees.

The pay data collected showed that the County is ahead in 28 classifications and behind in 24, with just a nominal percentage difference in the respective salary ranges. At the minimum salary schedules, the County came out ahead in six instances and behind in 46. In most cases, this latter lag is due to the fact that the County ranges are broader than those of the other jurisdictions surveyed.

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WRAP-UP OF PERSONNEL BOARD CHIPS - From page 7

✓ Approved the proposed Personnel Department budget for FY 1997-98.
 ✓ By a 6-1 vote (Mr. McNary dissenting) denied the classification appeal of an Accounting Clerk in Utilities who was seeking to be reclassified as an Accounting Technician (PG 38) instead of the reclassification recommended in a January audit which moved him from his current classification and pay grade (33) to that of Senior Accounting Clerk (PG 36). Since the appeal had been continued from a previous meeting, thus lengthening the time for resolution, the Board, as a fairness issue, moved that the originally recommended reclassification to Senior Accounting Clerk (PG 36) be retroactive to January, 1997.

✓ Another classification appeal was presented by three Accounting Clerks (PG 33) in Utilities (Finance) speaking for themselves and three other Accounting Clerks in their department. They each gave Board members their reasons for believing that their classification should be reclassified to Senior Accounting Clerk (PG 36). After hearing the rationale and justification from the Pay and Classification Manager for retaining the positions at their current grade, the Board, by a 4 - 3 vote (Members Merhige, McNary and Andriso dissenting) denied the appeal.

ED. NOTE: Here's a poetic report from REPCo's Secretary, Henry Desmarais, to let everyone know the Association is still active.

"MEMORABLE MOMENTS"

Our meetings are held at STACEY'S BUFFET
 The food bar looks good, with quite an array
 We have speakers at times that have a lot to say
 We also have Bingo for members who like to play

The 2nd Monday of the month is the day of our meeting
 After eating, our meeting starts with a friendly greeting
 We try to keep the members informed about what's going on
 Even with good or sad news of members who have gone

We've lost many devoted members along the way
 Some gave a lot of time to make REPCo work as well as play
 The members who are gone will not be forgotten

MEMORABLE MOMENTS will see that they remain right on

NEW BOARD MEMBER - From page 1

Mr. Andriso's many civic affiliations and endeavors include service for years on the Clearwater Chamber of Commerce and serving as chairman of the committee that yearly selects "Mr. and Mrs. Clearwater."

Born and raised in Connecticut, Mr. Andriso received a BS in Management and Industrial Relations from the University of Bridgeport. His two daughters are away in colleges majoring in Broadcasting and Education, while he and his wife and mother make their home in Dunedin.

The *Pen* is pleased to join with management, employees, Personnel Board members and other well-wishers in extending a warm welcome to Mr. Andriso, and best wishes for a productive and satisfying term on the Board.

CREDIT UNION - From page 7

requests in most cases, an increase in loan approval rates from 60% to 75% and offering loan promotions (free cellular phones, car sales, etc.) which overall helped provide members with over \$11 million in loans.

Four vacancies on the Board of Directors were confirmed by acclamation at the meeting. Jack Bowman, William Puller and Fred Petty retained their seats for another term, with the fourth vacant seat going to Julie Yard from the County Attorney's office.

For their own officers for 1997, the Board of Directors appointed Brad Meinck as Chairman, Sue Johnson as Vice Chairman, William Puller as Treasurer and Deborah Clark as Secretary.



I would like to begin by saying how much I enjoy being the new representative for EAC BCC Group II comprised of General Services and Fleet Management. It's a job where patience and understanding are top priorities. Being a representative takes a lot of time. Juggling between my regular job and being a Council member can be overwhelming but most of all it's exciting. One of the most important things in being a representative is to have the department head's support and when I was elected both Directors expressed their support of the EAC.

Our past representative, Sue Ball, was very active for 13 years, and she showed outstanding concern for employees. She is continuing this concern by serving as an Employee Advocate.

Even though my time on the Council has been short, it's been long enough for me to see delegates in action and recognize the vital role they play in the communication scheme of things. Also, the employees in General Services and Fleet Management have given me a wonderful reception and offered many very good suggestions which I will pursue with the Council members.

And speaking of these Council members, I have been very impressed with the way they all demonstrate in every action their real concern and care for the welfare of the workforce. You can be assured that they are there for you as they wrestle with the various employment and other matters they work to resolve and improve.

I know that these two years will be a great challenge for me, but I look forward to them with great expectations, knowing that so many County employees possibly stand to benefit from my efforts. As someone once said, "To love what you do and feel that it matters---how could anything be more fun?"

MONICA DAVIS-GRIFFIN
 Representative, BCC Group II