



Employees' Advisory Council – Delegate Meeting Minutes

Extension Services, 12520 Ulmerton Road, Largo, FL

Thursday, May 23, 2019, 8:00 a.m. – 9:42 a.m.

Prepared by Leena Delli Paoli

Call to Order

The EAC Delegate meeting was called to order at 8:05 a.m. by Chair Lisa Arispe.

Doing Things! TV – Red Tide Response

Lisa Arispe played a short video titled Doing Things! TV – Red Tide Response which is being used in other counties and states to show the efforts that Pinellas County used to combat Red Tide. During fall 2018, Pinellas County successfully responded to the area's worst red tide bloom in over a decade. This was accomplished through Public Works Environmental Management's operational leadership, along with strong collaboration among coastal partners, municipalities and county departments including: Solid Waste, Parks and Conservation Resources, Marketing and Communications, Emergency Management, Convention and Visitors Bureau, and Economic Development.

The video is available for viewing at:

<https://www.dropbox.com/s/r31yo8xi3c99b7c/Doing%20Things%21%20%20Red%20Tide%20Response.mp4?dl=0>

Comments from Holly Schoenherr, Director of Human Resources

- Merit Pay – Every person in the room was given a Response Card RF LCD so that they could answer a series of questions anonymously. Holly Schoenherr asked each question and possible answers. Kevin Connelly displayed the results of each of the questions on the overhead projector, and the results were discussed as a whole.

The questions that were asked were asked were:

- 1) An ideal process will result in ___% of employees receiving a merit increase?
 - 2) To be meaningful a merit increase should be at least ___% of base salary?
 - 3) A successful merit pay program implementation is the responsibility of: _____?
 - 4) My supervisor is _____ when it comes to fairly, honestly, and constructively evaluating my performance.
 - 5) The primary purpose of merit pay is: _____.
- The Appointing Authorities agree that they need to come up with a good plan for merit pay. This will require a good length of time and a lot of work to make sure that we have a system that is fair, consistent, and works for everyone. They also have to look at the cost associated with the implementation and determine if there will be merit and across the board increases. It will be the responsibility of each Appointing Authority to make sure that all supervisors are completing performance reviews and hold those who aren't accountable. We will also have to make sure that our Supervisors and Managers have adequate training so that performance reviews are done well.

Guest Speakers – Paul Valenti and Jeffery Lorick, Office of Human Rights

- Paul Valenti responded to the previous discussion to say Merit Pay is a challenging process that will require a lot of time and consideration.
- Office of Human Rights:
 - Conduct internal investigations on Anti-Harassment
 - Take complaints on bullying and forward them to Human Resources for investigation – Human Resources takes complaints on Anti-Harassment and forwards them to the Office of Human Rights
 - Discrimination in housing
 - Discrimination in employment
 - Other Government Compliance (grants)
- Bullying Policy – Not necessarily the Appointing Authorities that have an issue with implementing the bullying policy, but instead that it gets lost through the channels.
- Implicit Biases – There are outside factors that affect the way that people view the world. Diversity and Inclusion Training will show employees what their individual Implicit Biases are and why they have them. Knowing your Implicit Biases does not make you a bad person, but instead can help you to know what they are, why you have them, and how to improve them.
 - Working with Appointing Authorities and Human Resources to bring the training to employees
 - 2 hour training – you can ask your management to have the training brought to your office or work location
 - Office of Human Rights: 727-464-4880

Open Discussion

- EAC Appointee to the Personnel Board – The EAC appoints two members to sit on the Personnel Board. Unfortunately due to personal reasons, Keith C Dekle is unable to finish out his term. The EAC Representatives elected Paul Rogers to finish out the remainder of Mr. Dekle’s term during our April Meeting.
- EAC/AA Meeting – We had a joint meeting with Appointing Authorities where we discussed Merit Pay, the Benefits Committee, Wellness Programs, and Paid Parental/Caregiver Leave.

Adjourned

Meeting adjourned at 9:45 a.m., so that Representatives could meet with delegates from their sections.

Lisa Arispe*	Donna Beim	Linda Cahill	Richard Carvale*	Kevin Connelly*
Leena Delli Paoli*	Henry Gomez*	Bill Gorman*	Clare McGrane*	Doris McHugh*
Marion Nuraj*	Randy Rose	Ashley Skubal*	Christian Steiermann*	Charles Toney*

*EAC Representatives in attendance at this meeting.