



Employees' Advisory Council



to continually improve the Pinellas County classified employees' quality of work life

APPROVED BY THE EAC

Employees' Advisory Council – Representative Meeting Minutes

County Office Annex, Room 429, Clearwater, FL

Wednesday, January 16, 2019, 2:30 p.m. – 4:30 p.m.

Prepared by Leena Delli Paoli, EAC Secretary

Call to Order

The EAC Representative meeting was called to order at 2:30 p.m. by Chair Lisa Arispe.

Approval of Minutes

- The December 19, 2018 Representative meeting minutes will be approved at the February 20, 2019 meeting.
- The December 19, 2018 Merit Pay Committee minutes were approved prior at that meeting.

Comments from Holly Schoenherr, Director of Human Resources

- Taleo upgrades have been implemented – working on adding the location and possibly the hours to the job listings – no set length of time that jobs are posted it is management discretion
- Classification and Compensation Study Secondary Reviews are still underway – focusing on quality over speed – All 523 secondary reviews will go out at the same time in a similar manner as the original determination
- Listening tours are currently underway – HR is will be listening to positive and negative feedback to improve future processes – the plan is to come back at the end and let employees know what was said and how they are moving forward
- Appointing Authorities Advance Retreat – the Appointing Authorities and Holly Schoenherr will be attending two retreat sessions, on February 1st and 15th, and have invited one member from the EAC to attend

Personnel Board 01/03/19 Comments

- The January 03, 2019 meeting of the Personnel Board was cancelled – The next meeting is scheduled for February 07, 2019

Committee Reports

- Advocates – A new member joined the advocate committee.
- Legislative – Local Council meets twice per year – the next meeting date has not been set – once the date is set, the Committee members will try to attend
- Other - Merit Pay Committee – Going to move forward with plans to recommend a program similar to the previous Merit Pay Program – Committee making sure that the end result is as successful as possible – Bill Berger attended the Merit Pay Committee meeting and stated that the Office of Management and Budget would be willing to verify our numbers.

Old Business

- Review of possible Sunshine Law violation investigation by the HR Director is still underway – no timeline for completion
- Ashley Skubal was elected to fill the At Large Representative vacancy with motion by Randy Rose, seconded by Richard Carvale

- Charles Toney to email out the list of Delegate Concerns, from the November 15, 2018 meeting, so that we can begin looking into some of the concerns

New Business

- Special meeting will be held on February 20, 2019 at 1:15pm to discuss the EAC’s input on the review of HR Director Holly Schoenherr
- Lisa Arispe will be speaking at the January 24, 2019 EAC Delegate Meeting and has suggested that the EAC Representatives take turns speaking at the future Delegate Meetings
- Jackie Warr has been promoted and will be unable to continue as the EAC Representative for the Property Appraiser. She will ask any interested employees and advise her replacement to fill out the required approval form.

Adjourned

Marion Nuraj made a motion to adjourn at 4:30 p.m., seconded by Charles Toney.

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*	Charles Toney*	Jackie Warr*	

*EAC Representatives in attendance at this meeting.