



## **Employees' Advisory Council – Special Representative Meeting Minutes**

County Office Annex, Room 429, Clearwater, FL

Wednesday, February 20, 2019, 1:15 p.m. – 3:15 p.m.

Prepared by Leena Delli Paoli

### **Call to Order**

The EAC Special Representative meeting to discuss the Human Resources Director's performance review was called to order at 1:15 p.m. by Chair, Lisa Arispe.

### **New Business** – Human Resources Director Performance Review

The Council was provided the performance review guidelines and the Performance Standards prior to the meeting as a method to uniformly provide input on the overall evaluation. Through discussion the Council rated **[and voted on]** the HR Director in each applicable area as outlined. Overall the Council commented as follows:

**Leadership** – It was noted that HR holds regular meetings and that the HR Director strives to successfully complete the HR Mission, Vision and Values. There were concerns regarding the turnover rate in HR, the lack of recognition on the EAC's push for Merit Pay, the number of unanswered or repeat calls, and the money spent on the unfilled total rewards manager position.

**Interpersonal** – The Council appreciated that the HR Director chose to go with the lower level on the employee share of insurance increase as was requested. The Council also felt that the HR Director noticed that communication with employees was lacking and she has attempted to increase communication within the last six (6) months. There were concerns that when items are brought up they are brushed off or the response is along the lines of "this is what I chose, so this is what it is".

**Organization** – It was noted that the HR Director appears to have a clear understanding of the Business acumen. When the HR Director makes a decision she brings numbers and facts to show how the decision was reached. There were concerns regarding the delays in response to requests and a perceived lack of interest in Merit Pay. There are still unanswered questions regarding the Evergreen Results; it is unclear if Appointing Authorities were given enough time to review the results for errors.

**Benefits and Wellness** – The Council feels that the benefits are good as a whole, and that HR did a good job of informing employees about annual enrollment. There were concerns that we do not have a Merit Pay system which encourages employees to perform at a higher standard.

**Communication and Outreach** – The Council felt that there are great opportunities throughout the county for training and wellness. Also the Suggestions Awards program was revamped which seems to have significantly increased the number of Employees who have participated in the program. There were concerns that the emails addressing the Classification & Compensation Study were lacking and questions were not answered in a timely manner.

**HR Business Partners and Employee Relations** – The EAC did not rate this area.

**HR Info Systems and Records Administration** – The Council felt that the update to the Taleo system was a necessary improvement and the changes seem to be helping.

**Training and Development** – The Council felt that there are many learning opportunities. The Learning Paths were a great addition to the already thriving program.

**Workforce Strategy** – The Council felt that even though it is not a positive for all employees, it is appreciated that pay increases are done at the midpoint as this is incredibly helpful for those employees who have not reached the midpoint. There were concerns that a Merit Pay System is not in place.

**Adjourned**

Richard Carvale made a motion to adjourn at 3:12 p.m., seconded by Ashley Skubal.

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*	Chris Steiermann*	Charles Toney*

\*EAC Representatives in attendance at this meeting.