



Employees' Advisory Council – Representative Meeting Minutes

County Office Annex, Room 429, Clearwater, FL

Wednesday, February 19, 2020, 2:30 p.m. – 4:30 p.m.

Prepared by Leena Delli Paoli

Call to Order

The EAC Representative meeting was called to order at 2:35 p.m. by Chair Lisa Arispe.

Approval of Minutes

- The January 15, 2020 Representative meeting minutes were approved after an addition to the Old Business section with a motion by Marion Nuraj, seconded by Charles Toney. Approved by all. Motion Carried.
- The January 22, 2020 Delegates meeting minutes were tabled to the next meeting. Pending clarification.

Comments from Holly Schoenherr, Director of Human Resources

- Career Expo – The first Pinellas County Career Expo was held on February 4th. HR expected that about 300 people would attend, however they had more than 650 attendees. HR plans to have another Career Expo in the future.
- Benefits Committee – The first meeting of the Benefits Committee was held last week. The discussion at the meeting included roles, tasks and directions. At the next meeting the Benefits Committee will discuss current benefits, new ideas and questions. Plan to have monthly meetings for at least the first year.
- Merit Pay – Appointing Authorities had another meeting last Friday to continue discussions on performance evaluations. Performance evaluations cannot be one size fits all, and once the performance evaluation process has been created, it will require additional training. HR is collecting information from surrounding areas regarding their performance evaluations; as information is received they will forward it to the other Appointing Authorities.
 - Question: Is there anything that the EAC can do to help move the process along, or should the EAC decide that we have done our part and move onto other tasks? After much discussion, the EAC will continue to discuss merit pay.
- PEN – Lisa Arispe inquired about comments that were made in the Pen.
 - Lisa asked why Holly stated that HR took the lead on Merit Pay when the EAC has been working on Merit Pay for several years and Holly has in the past said that she does not agree with Merit Pay. Holly stated that HR has taken the lead during the Appointing Authority meetings on merit pay; scheduling the meetings, creating the agendas, and providing information.
 - Lisa stated that she thought it was unclear from the wording that the HR Customer Satisfaction Survey is a survey for employees who have had interactions with HR, and it is not the same as the Employee Voice Survey. Holly stated that she would be happy to clarify.

Personnel Board 02/06/2020 Comments

- Kevin Connelly gave a presentation to the Personnel Board regarding new training classes.
- The termination appeal that was scheduled for February 6, 2020 was rescheduled to March 5, 2020. There are several appeals of the grievance committee decisions scheduled in the next few months.
- Personnel Board meetings are open to the public and are held on the first Thursday of every month.

Old Business

- Affordable Childcare – Affordable childcare has been an ongoing topic for the EAC. Barry Burton, County Administrator, will reach out to the school board to see if the county can shadow their program.
- Paid Leave for New Parents – There is currently a bill at the state level now regarding the requirement to offer paid parental leave; not sure how they are proposing this be funded at this time. Holly stated that there are about eight states that currently require paid parental leave, and in those states it is funded by a payroll tax.
- Delegate Forms – The EAC delegate year runs from March to February. Each year delegates must get a form signed by their supervisor to allow their participation. Representatives are responsible for getting their delegates in place by February 28th.
- Goals/Initiatives – Looking at new goals/initiatives for the upcoming year. Some of the suggestions that are not related to the benefits committee include: park passes, bus passes, hurricane pay/clarification, PEN articles and uniform online wellness platform.
 - These are suggestions, and no decisions have been made at this time.
 - If you have a recommendation let your representative know.

New Business

- Question – Can you explain the salary increase process when someone receives a promotion? When an employee is promoted the employee must be increased to at least the minimum pay rate for their new position. The Appointing Authority may award a promotion increase of 4% to 10%. An increase less than 4% or greater than 10% may be made by the Appointing Authority in consultation with the Director of Human Resources.
- Learning Catalog – The new learning catalog is available online, however if you would prefer to have a paper catalog to place in a common area of your office you may ask your EAC Representative to request it for you.
- Delegate Meetings – We discussed some potential guest speakers for this year's delegate meetings.

Adjourned

Name made a motion to adjourn at 4:30 p.m., seconded by Name.

Lisa Arispe*	Donna Beim	Linda Cahill*	Richard Carvale*	Kevin Connelly*
Leena Delli Paoli*	Henry Gomez*	Bill Gorman*	Maggie Miles*	Clarethia Monroe*
Marion Nuraj*	Randy Rose*	Ashley Skubal*	Christian Steiermann*	Charles Toney*

*EAC Representatives in attendance at this meeting.