



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

Public Works/ERB Bldg. 1, 2nd Floor, Room A230, Clearwater, FL

Thursday, June 18, 2020, 2:30 p.m. – 5:10 p.m.

Prepared by Leena Delli Paoli

Call to Order

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

Approval of Minutes

- The approval of the March minutes was tabled for a later meeting.

Comments from Moe Freaney, Interim Director of Human Resources

- Introduction – Mrs. Freaney gave a brief introduction and asked that each of the EAC Representatives do the same.
- Director – 5 candidates were selected from the application process, and the interview process is currently underway.
- Fingerprinting/ hiring process – Currently new hires are being sent for outside fingerprinting, and the results are being sent back to HR. Departments are sending new hire pictures electronically and the badges are being sent to the department. Currently orientation is not being completed, and HR is looking into having a shortened virtual orientation in the future.
- Office – Currently 6 HR employees are back in the office. There is still no public access and all meetings are taking place using Zoom and/or Teams.
- Covid Results – When an employee tests positive for Covid-19, the only information that is provided to employees is that someone who they may have come in contact with has tested positive. The name of the individual who tested positive will not be provided based on HIPAA guidelines.
 - Unsure of the exact number of employees who have tested positive
 - Question – Could onsite testing or the ability to show your county badge instead of getting a doctor's note be an option?
- Appeals/ Grievance Hearings – Working out the process for Appeals to the Personnel Board and the Grievance committee.
 - The Personnel Board would like the appeals to be processed in person. In the appeal process parties are sworn in, witnesses are present and questioning is completed by both the appellant and appellee. An appeal to the Personnel Board can take multiple hours. This process may be difficult if done via Zoom.
 - Looking to have the Informal Grievances by electronic communication. In this process both parties present their arguments and the Grievance Committee gives their determination, however the parties do not question each other or witnesses.
- Gym – Continuing to look at when/if the gym can reopen. Unlike in a private gym there are not employees who can clean equipment after each use.

Old Business

- Benefits Committee – The benefits committee had two virtual meetings. The committee is currently in the information gathering process.

- EAC Initiatives – request to look at a change to how years of service are calculated when it comes to leave accrual.
- EAC Elections – Must look at the Election Rules and Committee at the July meeting.

New Business

- Vacant EAC Positions – There are several open seats in the EAC created by employee promotions and retirements. The open chairs include: BCC Group 7, Clerk South, Tax Collector and the At Large.
 - Charles Toney motioned to fill all vacant seats with spokespersons so that each are entitled to voting rights per the bylaws, seconded by Richard Carvale. Approved by all. Motion Carried.
 - Marion Nuraj motioned to appoint Katiah Fitzpatrick as Clerk South representative, seconded by Randy Rose. Approved by all. Motion Carried.
 - Lisa Arispe motioned to appoint Tammy Maloney as BCC Group 7 representative, seconded by Kevin Connelly. Approved by all. Motion Carried.
 - Tax Collector and At Large tabled to the next meeting.
 - Lisa Arispe will reach out to the Tax Collector to explain the process and ask for any interest
 - Any employee interested in filling the At Large position may email Lisa Arispe. Their email should include why they are interested in participating in the EAC.
- Domestic Violence Awareness – October is Domestic Violence Awareness Month. The Clerk’s Office participates annually, however last year a question was received asking that all county employees participate. The EAC will ask that all employees help bring awareness to the subject by wearing Purple on October 1st – Turn Pinellas Purple Day and October 22nd – National Domestic Violence Awareness Day.
 - A flyer will run in the September Pen. The flyer must be submitted by September 1st to make it in the September 15th edition
- EAC Articles – EAC members have been submitting small articles to the Pen as part of our initiative to make employees aware of what the EAC does and who we are/ what brought us to the EAC. We will continue to submit articles as follows:
 - July – Christian Steiermann
 - August – Linda Cahill
 - September – Kevin Connelly
 - October – Leena Delli Paoli
 - November – Maggie Miles
 - December – Lisa Arispe

Adjourned

Marion Nuraj made a motion to adjourn at 5:10 p.m., seconded by Richard Carvale.

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*	Christian Steiermann*	Charles Toney*	

*EAC Representatives in attendance at this meeting.