



Employees' Advisory Council – Representative Meeting Minutes

Virtual Meeting, Zoom

Wednesday, August 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 2:30 p.m. by Chair Lisa Arispe. Technology Moderator, Ralph Reid, took a roll call to ensure a quorum had been met and provided instructions for the virtual meeting.

Approval of Minutes

- The February 19, 2020 Representative meeting minutes were approved with a motion made by Charles Toney and seconded by Kevin Connelly. Approved by all. Motion Carried.
- The March 18, 2020 Representative meeting minutes were approved with a motion made by Charles Toney and seconded by Donna Beim. Approved by all. Motion Carried.
- The June 18, 2020 Representative meeting minutes were approved with a motion made by Charles Toney and seconded by Tami Maloney. Approved by all. Motion Carried.

Comments from Moe Freaney, Interim Director of Human Resources

- HR Director Vacancy – the search for the HR Director has been narrowed down to two candidates. The candidates will be interviewed at the next Personnel Board Meeting. Lisa added that she was able to attend the initial interviews on behalf of the EAC; this is not something that would have been allowed in the past, so it is a great honor.
- Benefits Committee – The Benefits Committee is currently looking at the items that the county offers. They are also looking to see what items could be replaced. The Benefits Committee is making sure that we get the most out of our money.
- Flexible Spending Account – Appointing Authorities will provide a short period of time where employees can choose to stop their Flexible spending withdrawals, so money is not lost due to COVID and the stopping of elective surgeries.
 - The question was asked if the total amount of the Flexible Spending account could be increased. The maximum is federally mandated, so the total amount cannot be increased.
- Appeals and Grievances – Appeals must be heard in person. Currently trying to get all the appeals rescheduled. Considering adding additional full or half day sessions. Grievances will be held virtually, but they must make sure that everyone has the capability to attend using Zoom or Teams.
- Orientation – Orientation will be held virtually on August 24, 2020. Hoping to have in person orientation in October, however it is not looking promising.
- Biometric Screenings – Biometric screenings are suspended, temporarily, due to COVID. Employees must still complete the Rally Survey.
- Question was asked if the Job Postings could be standardized. Currently there are listings that show the salary range, some that show the hourly dollar amount and others that say see listing. Employees would also like to have the pay grade added to the listings. Moe said that they would investigate both.

- Question was asked if employees would receive a general increase. It was stated that proposals had been submitted to increase the minimum and maximum by 2% and to give employees a 3% general increase at the midpoint. The proposals will be heard in September.
- Question was asked if the Gym in downtown Clearwater would be reopened since employees are already working in offices together. It was stated that the number of new cases is going down, so the possibility of opening the gym will be looked at again in September.
- Question was asked if employees who are working from home could receive compensation for their internet costs. It was stated that on the flip side employees who are working in the office are still spending funds on gas that those working at home do not have to spend. Another EAC Representative also pointed out that employees are not incurring additional costs for their internet service; the cost stays the same even if usage increases.
- Question was asked if employees can still submit requests for a PAQ reclassification. It was stated that the old process was very involved and frustrating for employees, so Appointing Authorities will have to look at how they want the process to work in the future.

Comments from Rodney Marion, BCC Employee Relations & Workforce Director

- Merit Increases – Barry Burton sent out an email to BCC employees on Monday, August 17th regarding merit increases. Barry's email stated that merit increases are still being worked on but that it will be several years before a plan will be put in place. In the interim the BCC is planning on creating a career ladder program that will allow their employees to advance within their current position. Once an employee reaches the advanced level, they would be eligible for a move to the next paygrade. *Please note that this program applies to BCC employees only.
- Inequities – The BCC is looking to correct the inequities within a department.
- Evaluations – The BCC had a meeting to determine what they want to get out of the evaluation process. Comment was made that some supervisors don't want to perform evaluations because nothing comes from it.

Personnel Board 08/05/2020 Comments

- Appeals – The Personnel Board elected to increase the timeline for appeals. Under the Personnel Rules appeals must be heard within a certain amount of time, however due to Covid the appeal process is backed up.
- HR Director – The interview process was discussed during the meeting.

Old Business

- Representative Vacancies –
 - Tax Collector – Richard Carvale retired from the Tax Collectors office creating a vacancy in the EAC. Jeff Albenzio submitted a request to fill the vacant seat. Jeff Albenzio was approved as the Tax Collector representative for the duration of the term with a motion made by Maggie Miles and seconded by Clarethia Monroe. Approved by all. Motion carried. Voting rights were approved with a motion made by Tami Maloney seconded by Clarethia Monroe. Approved by all. Motion carried.
 - At Large – Ashley Skubal left the county which created a vacancy. The At Large position is determined by the other EAC Representatives. Three employees were considered to fill the At Large position; Bill Gorman, Tonya Curtin and Julie Stevenson. Three motions were submitted:
 - Motion was made by Leena Delli Paoli to accept Bill Gorman as an At Large Candidate with a second by Charles Toney. Bill Gorman was accepted as a candidate with 9 yes and 2 no.

- Motion was made by Tami Maloney to accept Julie Curtin as an At Large Candidate with a second by Kevin Connelly. Julie was accepted as a candidate with 9 yes and 2 no.
- Motion was made by Clarethia Monroe to accept Julie Stevenson as an At Large Candidate with a second by Maggie Miles. Julie was not accepted as an At Large Candidate with 5 yes and 6 no.
- Vote was held for the two candidates. Bill Gorman was selected to fill the At Large position for the duration of the term by a 7 to 4 vote.
- Voting rights for Bill Gorman were approved with a motion made by Charles Toney seconded by Clarethia Monroe. Approved by all. Motion carried.

New Business

- Elections Procedures – The decision to keep the same elections process as 2019 was approved with a motion made by Tami Maloney and seconded by Henry Gomez. Approved by all. Motion carried.

Adjourned

Charles Toney made a motion to adjourn at 5:00 p.m. with a second by Christian Steiermann.

Lisa Arispe*	Donna Beim*	Linda Cahill	Kevin Connelly*	Leena Delli Paoli*
Katiah Fitzpatrick*	Henry Gomez*	Tami Maloney*	Maggie Miles*	Clarethia Monroe*
Randy Rose*	Christian Steiermann*	Charles Toney*		

*EAC Representatives in attendance at this meeting.