



Employees' Advisory Council – Representative Meeting Minutes

Virtual Meeting, Zoom

Wednesday, September 16, 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 August 19, 2020 minutes were tabled with a motion made by Charles Toney and seconded by Kevin Connelly. 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 finalized. Kimberly Crum will begin her role as the HR Director on September 21, 2020. There will be a 2 to 4 week overlap between Moe and Kimberly to allow time for training.
 - Henry mentioned that the previous HR Director came out to each of our worksites to meet employees and see what each of us do. He asked if this could be continued by the new HR Director. Moe stated that she will let Kimberly know that this is something we are interested in.
- Appeals and Grievances – It has been a challenge to get the appeals scheduled since it requires additional meetings. Two of the four appeals have been continued. Five of the Personnel Board members will attend the meetings in person, and the other two will attend virtually.
 - The question was asked if an employee's termination is overturned would the employee be compensated for all the time they were out of work. The Personnel Board does not have the authority to grant pay for the time missed if overturned; this is the decision of the Appointing Authority.
- Gym Reopening – The gym, at the downtown Clearwater location, will reopen in early October. There is still planning that must happen prior to the reopen.
- FMLA Calendar – The Appointing Authorities would like the FMLA Calendar to go to a rolling 12-month calendar. Currently an employee can use 12 weeks of FMLA per year, so when an employee uses the time at the end of the year, they are then able to use another 12 weeks right after the new year begins. The rolling calendar would stop this from happening; if an employee uses FMLA on July 3rd it would not drop off until July 3rd of the following year. The Personnel Board will hear the recommendation at the October 7th meeting.
- General Increase – The Board of County Commissioners will hear the general increase proposal on September 22nd.

Comments from Rodney Marion, BCC Employee Relations & Workforce Director

- Merit Evaluation System –
 - The BCC is looking at systems of evaluation and training processes for the use of the system
 - The process is still at least two years out
 - BCC is creating career ladders for almost all of their positions

Personnel Board 08/05/2020 Comments

- Appeals – The Personnel Board chose to start the meetings earlier so that they don't go late.
- HR Director – The HR director was selected and will begin on Monday.

Old Business

- Elections Committee – Need an elections committee, of 3 EAC Representatives, that does not include any members who are up for elections. Will meet prior to the elections to discuss the dates for the elections and will meet after the elections to go over the results.
 - Elections Committee – Henry Gomez, Randy Rose and Leena Delli Paoli
- Benefits Committee –
 - At the July meeting the decision was made to separate out into smaller groups that will come back to the larger group and discuss their findings. The Benefits Committee is still looking at the big picture that is the Pinellas County benefits; looking at what is used and what is wanted.
 - Open Enrollment – Currently costs are undetermined. If there is an increase it will be minimal.
 - Childcare Costs – Kelly will look to see if employees have access to any childcare discounts.

New Business

- Shelter Duty – There will be an annual training/orientation for employees who are doing shelter duty. More people will be working the shelters.

Adjourned

Charles Toney made a motion to adjourn at 4:30 p.m. with a second by Clarethia Monroe.

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

*EAC Representatives in attendance at this meeting.