

Clearwater, Florida, August 2, 2012

The Unified Personnel Board (UPB) met in regular session at 6:30 P.M. on this date in the County Commission Assembly Room, Fifth Floor, Pinellas County Courthouse, 315 Court Street, Clearwater, Florida, with the following members present: George E. Tragos, Vice-Chair; Andrea S. Daggett; Ricardo Davis; Keith C. Dekle; James P. Koelsch; and Joan Vecchioli.

Not Present: Daniel M. Andriso, Chair.

Also Present: Gene Pressoir, Assistant Director of Human Resources; Charles E. Toney, Employee's Advisory Council; Tammy L. Burgess, Board Reporter, Deputy Clerk; and other interested individuals.

AGENDA

EAC

Item I. Employees' Advisory Council Representative

Item II. Consent Agenda

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| Human Resources | 1. | Request Approval of the Minutes of the Regular Personnel Board Meeting held July 12, 2012. |
| Human Resources | 2. | Request Approval of Housekeeping Additions, Title Changes, and Revisions of Class Specifications in the Pay and Classification Plan. |
| Parks and Conservation Resources | 3. | Request Approval of the Follow-Up on Appeal of One Encumbered Grants Specialist Position in the Parks and Conservation Resources Department. |

Item III. Old Business

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| Department of Environment and Infrastructure (DEI) | 1. | Review of Appointing Authority's Proposed Alternative Discipline in the Appeal of Gary Giddens, Transportation and Stormwater, DEI. |
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CALL TO ORDER

Vice-Chair Tragos called the meeting to order at 6:30 P.M.; whereupon, he led the members and attendees in the Pledge of Allegiance to the Flag.

EMPLOYEES' ADVISORY COUNCIL (EAC) REPRESENTATIVE

EAC Chairman Charles E. Toney expressed appreciation to the Board for its time and efforts at the last meeting on behalf of the employees, and related that HR has offered leadership training for the EAC representatives, which will be held the morning of August 15, 2012; and that Employee Benefits Manager David Blasewitz gave his benefits presentation at the last EAC delegates meeting.

Mr. Toney indicated that the lawsuit by the Florida Education Association (FEA) over the mandatory three-percent employee contribution to the Florida Retirement System (FRS) is scheduled to be heard by the Florida Supreme Court on September 5, 2012.

Mr. Toney noted that due to some tax implications, the County Service Optional Exchange of Leave policy was abolished; and that a replacement policy is being created to fit within Internal Revenue Service guidelines.

Mr. Toney reported that the Tax Collector's Office is currently hosting a food drive; and that canned goods may be dropped off at any of the Tax Collector's locations; whereupon, in response to query by Mr. Dekle, he indicated that he is unsure who the drive is benefitting, but that he will provide the information to the members.

CONSENT AGENDA ITEMS NOS. II.1 THROUGH II.3 – APPROVED

Motion	-	Ms. Vecchioli
Second	-	Mr. Dekle
Vote	-	6 – 0

- #1 Minutes of regular meeting held July 12, 2012, approved as submitted.
- #2 Additions, title changes, and revisions of class specifications in the Pay and Classification Plan approved; changes reflect the current duties and responsibilities of the classifications and are housekeeping in nature.
- #3 Appeal of one encumbered Grants Specialist Position, Pay Grade CL17 (\$43,826 - \$69,567), in the Parks and Conservation Resources Department approved; position reclassified to Grants Specialist, Senior, Pay Grade CL20 (\$50,731 - \$82,014), without benefit of examination and with the establishment of a probationary period as outlined in Personnel Rule IX.

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REVIEW OF APPOINTING AUTHORITY'S PROPOSED ALTERNATIVE DISCIPLINE IN
THE APPEAL OF TERMINATION OF GARY GIDDENS, FORMERLY OF THE
DEPARTMENT OF ENVIRONMENT AND INFRASTRUCTURE (DEI) – ALTERNATIVE
DISCIPLINE APPROVED AS AMENDED

Vice-Chair Tragos noted the presence of Employee Advocate Kimberly Samojeden, representing Mr. Giddens, and Peter J. Yauch, Director of Public Works and Transportation, representing DEI.

In response to query by Vice-Chair Tragos, Ms. Samojeden stated that Mr. Giddens is aware that the issue is being addressed at tonight's meeting; that he had a conflict and had hoped to appear; that it is proposed that since Mr. Giddens could not perform 20 percent of his job, he would receive a 20-percent pay cut; and that Mr. Giddens is willing to accept the proposed alternative discipline if the Board believes it is fair.

Vice-Chair Tragos expressed concern that the proposed alternative discipline does not allow for an extension of time in the event Mr. Giddens is unable to have his license reinstated on September 24, 2012; whereupon, Mr. Yauch indicated that the Appointing Authority would be willing to allow for an extension of time in the event Mr. Giddens is unable to have his license reinstated by the September 24 date for good cause shown.

In response to Mr. Dekle's request that the amendment be reflected in the meeting minutes, Attorney Swain advised that the order approving the alternative discipline would reflect that there would be a delay for good cause shown; whereupon, in response to query by Ms. Vecchioli, Ms. Samojeden indicated that Mr. Giddens would not appeal the alternative discipline if it is imposed.

Thereupon, Mr. Davis moved, seconded by Mr. Koelsch, that the alternative discipline with the amendment for good cause shown be approved.

Upon call for the vote, the motion carried unanimously.

MISCELLANEOUS INFORMATION ITEMS RECEIVED

The following miscellaneous information items were received for filing:

1. Management and Supervisory Notes for August 2012.

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2. Training Schedule for August 2012.
3. Minutes of the EAC Representatives meeting of June 20, 2012.

ADJOURNMENT

The meeting was adjourned at 6:39 P.M.

Vice-Chair