



Employees' Advisory Council



to continually improve the Pinellas County classified employees' quality of work life

Approved by the EAC

Employees' Advisory Council – Delegate Meeting Minutes

Heritage Village, Pinellas Room 11909 125th Street, Largo
Wednesday January 22, 2020, 8:00 a.m. – 10:00 a.m.

Prepared by Leena Delli Paoli

Call to Order

The EAC Delegate meeting was called to order at 8:15 a.m. by Chair Lisa Arispe.

Guest Speaker – Barry Burton, County Administrator and Rodney Marion, Employee Relations & Workforce Director (BCC)

Merit Pay – Need consistent evaluations; currently the county lacks that. There are several pieces that need to be viewed: poor performance, fair and consistent evaluations, etc. A 3% increase was granted to employee salaries for fiscal year 2020; based on the fact that the raises are processed at the midpoint, 75% of employees received greater than 3% of their pay. One of the ideas Appointing Authorities are looking at is keeping the same 3% increase, however the across the board amount would be reduced to 2% to leave room for merit increases*. This type of system would encourage supervisors to score employees accurately and consistently so that high performers are rewarded, however there are concerns about morale. Appointing Authorities are also looking at other non-monetary options for merit and handling poor performers.

*This is an idea and not a final decision.

Questions – A great deal of questions were asked regarding the BCC and the Evergreen Study. Mr. Marion has been working with employees regarding area specific concerns, and he will continue to do so. All of the issues that have been brought up cannot be solved overnight, however they are aware of them, and are working on solutions.

Adjourned

Meeting adjourned at 10:20 a.m., to allow for Representatives to meet with their delegates.

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|--------------------|--------------|---------------|-----------------------|-------------------|
| 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.