



Employees' Advisory Council – Delegate Meeting Minutes

Heritage Village, 11909 125th Street N., Largo

Thursday, July 22, 2021, 8 a.m. – 10:00 a.m.

Prepared by Maggie Miles

Call to Order/Pledge

The EAC Delegate meeting was called to order at 8:00a.m. by Chair, Lisa Arispe.

Empact Solutions – Employee Voice Survey Presentation

- Voice survey makes a difference, Elizabeth from Empact, CEO Employee Voice Survey
- Appointing Authorities would like to know how you feel we need participation. Empact is managing the project it is anonymous who will you be rating: your supervisor, your work group, your department division your executive leadership (AA).
- Satisfaction, Engagement, Retention, Workplace culture, Communication, Credibility, Camaraderie, Fairness, Recognition
- Survey Runs from Aug 2 through Aug 20
- Each employee will receive an email from Empact Solutions, complete during work hours
- This is your opportunity to share your experience
- Your feedback matters and helps shape a great workplace for all employees
- It is anonymous Empact Solutions is the third-party gatekeeper for all response data
- No individual responses are delivered
- No individual responses will dissemble reports
- Groups smaller than 30 will be grouped with another group
- Demographic data will be collected and will be shared on a broad level
- 60 questions (5 sub-groups) plus optional questions
- Accomplishments from 2019 will be published in July Pen and on Employee Voice web page
- How long will it take to complete? About 10 minutes, there are some open-ended questions for you to write in response.
- Automated reminders will be sent
- Once you start you cannot go back
- Employee Engagement goal is 85%
- Weekly report on progress will be given to HR and business partners will send info to directors
- If you have issues, contact Empact directly empactsolutions@outlook.com
- Once you submit answers you cannot change them
- Questions are similar to the 2019 survey
- Make sure each employee uses their individual links
- Empact will report results to each Appointing Authority
- If you have issues you can contact Empact directly
- Trends and analysis are followed; if this is a trend, this is a concern and will be forwarded to AA
- Executive summary will be given to HR once complete
- Will not identify a person
- Comments will be received and generalized
- HR will investigate data if alarming

- Kimberly Crum if a particular employee and an issue with manager. We need to ensure employee who have issues with management are heard. Rodney Marion issues will be addressed on a broader scale it will get there but not as direct, trust issue.
- Concerns will be captured by one analyst
- If email is deleted by accident, reach out to Empact for another email
- All questions are not mandatory
- If I have computer issues, who do I contact? Empact (POC)
- Countywide trends will be posted in PEN
- In October AA will receive report
- You must hit submit button, and you will receive a confirmation email, if you do not contact Empact
- Info sessions start today through August, questions are permitted before and during the sessions

HR Update Kimberly Crum, Director of Human Resources

- Empact was chosen from RFP process, flyers have a lot of info, AA want to hear from you, please complete survey
- Will resume visits to different department
- HR recruiting HR Ambassador for front office red carpet service to assist with information and Wellness Technician for classes
- Oracle EBS upgrade starting Monday no upgrade since 2010, new screen will have tiles for leave off and timecards your username and password are the same, flyers available
- EAC/HR working on Voluntary Benefits to be available at Annual Enrollment starts Jan 1
- Virtual Wellness seminars available, Men's health, Menopause, Retirement planning, Financial well being
- July 28 from 11-2 Virtual Education Fair, flyers available
- New Assistant HR Director Maria Ciro has been hired

Q. Will Oracle upgrade affect financials **A.** Yes eventually, Finance, purchasing and HR, homepage looks different but once inside things are currently the same next iteration Oct-Jan

C. Virtual classes appreciation for the flexibility

Q. What is the feeling around remote work? **A.** KC mixed feelings, some services impacted, some are not, on-going discussion. RM survey reveals remote is popular want to make available, some managers leery, a lot of discussion next couple weeks. For BCC a lot of variables must be considered such as, computer issues, we are consistently working with BTS. RM HR voice survey very important

Q. gaps in county between classified/exempt accountability for both and set a standard. Don't be afraid to speak up reach out and speak your mind **A.** RM we need to know when there is a problem multiple level meeting one suggestion. It will happen eventually.

Q. Exit interviews/follow-up **A.** KC. Exit survey is provided for persons leaving county. Ralph Reid survey is sent out to JV, exit interview sent out one month later response is low. Stay interview for employees 3 years or less third of response KC new upgrade applications will feed into oracle upgrade.

C. Gender identity is an invisible challenge, county what's going on in regard to this topic awareness. KC challenge accepted, learning and growing.

Q. Tuition reimbursement cap increase from? **A.** KC BAC sub-committee discussion on ways to increase, some peers have escalation clauses, we are looking at it.

LA feel free to contact EAC with concerns and questions voice for 3000 employees that's why we are here to serve you. Merit increase we will not give up, will continue to explore possibilities. Voluntary benefits are going through RFP. EAC will be meeting with AA on Monday July 26. Paid parental leave and tuition reimbursement will be discussed.

- Next meeting will be in Sept and Nov

Open Discussion - none

Adjourned

Meeting adjourned at 9:28 a.m., by Lisa Arispe

Jeff Albenzio*	Lisa Arispe*	Donna Beim*	Lora Kyle-Woodall	Leena Delli Paoli
Katiah Fitzpatrick*	Henry Gomez	Bill Gorman	Clarethia McClendon	Tami Maloney
Maggie Miles*	Kevin Connelly*	Randy Rose*	Christian Steiermann*	Charles Toney*

*EAC Representatives in attendance at this meeting.