



**Employees' Advisory Council – Representative Meeting Minutes**  
Extension Services, Magnolia Room, 12520 Ulmerton Road, Largo, FL  
Wednesday, March 17, 2021, 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 Vice Chair, Bill Gorman quorum is present, added remote attendees Chair, Lisa Arispe and Donna Beim.

### **Approval of Minutes**

- The February 17, 2021 Representative meeting minutes were approved with a motion to accept changes by Charles Toney, seconded by Lora Kyle-Woodall. Unanimously approved.

### **Comments from Kimberly Crum, Director of Human Resources**

- Talent Development – Talent Development presentation was given by Audrey Savas. Audrey discussed updates to the Talent Development Center
  - Talent Development can be accessed using SharePoint – SharePoint Login instructions will be included with training emails
  - Learning Catalog can help you easily determine what courses you want to take; there are various categories
  - If an employee does not want to go to SharePoint they can still use OPUS
- Benefits Special Enrollment – Employees were able to make changes to their life insurance and Flexible Spending Account (FSA) from March 1<sup>st</sup> – 12<sup>th</sup>.
  - Life Insurance – 44 new enrollment and 217 changes
  - FSA – 36 new enrollments and 66 changes
- Biometric Screening – only about 150 employees have done their Biometric Screening to date. Please do not wait until the last minute to do your screening as an appointment is required. You do not want to pay the \$500 premium increase because of planning issues.
- Tobacco Cessation – Tobacco Cessation for year 2020 must be completed by March 31<sup>st</sup>. If you selected that you smoke, when completing your benefits enrollment for 2021, you will need to take a Tobacco Cessation program in 2021.
- Benefits Advisory Committee – Sub Committees will be meeting on March 24<sup>th</sup> and 26<sup>th</sup>
- Bay Care Labs – If you used a Bay Care Lab during the month of October 2020, United Health Care (UHC) did not charge you for Out of Network Fees. Bay Care Labs are back in-network, but do not offer COVID-19 testing.

### **Personnel Board 03/04/21 Comments**

- Chair – Joan M. Vecchioli
- Vice Chair – Dr. Ricardo Davis

### **Committee Reports**

- Advocates – Meeting scheduled for March 24<sup>th</sup> at 3pm
- Awards Committee – Jeff Albenzio volunteered to join the committee

### **Old Business**

- Delegate Meetings – The last delegate meeting was held on January 22, 2020
  - Bill Gorman will see if we can use the large pavilion at Phillippe Park for the May 27<sup>th</sup> meeting. If a meeting is held delegates will be asked to bring a chair so we can maintain social distancing.
- *Pen* Articles – Katiah Fitzpatrick will write an article for the *May Pen*
  - Lisa asked Representatives to think about when they want to write their article. Would like those who haven't written one to volunteer first.
- Delegate Forms – Representatives need to have their delegate forms turned in. If you are having a hard time getting volunteers ask the managers or supervisors for assistance.

**New Business**

- EAC Initiatives – Start looking at items that the EAC can work on. Some ideas include:
  - Bereavement – possibly include additional family members\*
  - Park Passes – passes to the parks that charge\*
  - Emergency Working – establish consistent rules that are clear\*
  - Bring ideas to the next meeting or send them to Charles prior to the meeting
- \*No decision has been made. No changes have been made
- Question – How are Personnel Rules decided?
  - Answer – Jack Loring stated that meetings are held between Human Resources, County Attorney, Appointing Authorities, EAC Chair etc. Once decisions are made, the changes are submitted to the Personnel Board for approval.
- Question – Can the EAC look at the rules?
  - Answer – Can be added to our initiatives

**Adjourned**

Charles made a motion to adjourn at 4:15 p.m., seconded by Katiah.

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

\*EAC Representatives in attendance at this meeting. (R) Remote Attendance