



Employees' Advisory Council – Representative Meeting Minutes

Pinellas County Utilities, 14 South Fort Harrison, Clearwater, FL, 4th Floor Learning Center

Wednesday, May 19, 2021, 2:30 p.m. – 4:30 p.m.

Prepared by Maggie Miles

Call to Order

The EAC Representative meeting was called to order at 2:34 p.m. by Charles Toney quorum is present, added remote attendees Chair, Lisa Arispe and Representative Donna Beim.

Approval of Minutes

- The April 21, 2021 Representative meeting minutes will be deferred to June.

HR Update - Kimberly Crum, Director of Human Resources

- Benefits – regular healthcare FSA account holders and dependent FSA account holders have received carryover dollars in their accounts. Limited purpose FSA is still outstanding and being resolved; update coming soon.
- Benefits Advisory Committee (BAC) - met several times and Voluntary Benefits Sub-Committee has made a recommendation, that has been unanimously approved by Appointing Authorities to potentially add three insurance type programs to open enrollment; paid 100% by employees. The policies are accidental, critical illness and hospitalization. Accidental, if you had an accident you will get a one-time lump sum payout; the premium is payroll deducted throughout year. Critical illness has to be on a schedule, diagnosis such as cancer, heart issues, stroke, major illness, the premium is payroll deducted every two-weeks; with a diagnosis you would receive a payout. Hospitalization, you will get a payout for being hospitalized. In addition, if you have both policies both will payout. The consultant Willis, Towers, Watson will be doing an RFP to find the best coverage for the best price. The sub-committee will then review and make a recommendation.
 - Q. What about supplemental dental? **A.** Supplemental dental policies were not reviewed for this coming year, but maybe potentially added at a later time. **Q.** Kimberly Crum was asked to clarify potentially add? **A.** After the RFP the committee must still approve the supplemental insurance. The recommendation are the best options at this time and will give employees a choice. **Q.** When will the benefits begin? **A.** You would opt in at open enrollment in November and benefits would start 1/1/2022.
 - Q. Who is eligible for new policies? **A.** Single and family coverage available; employees who are not enrolled in county medical plans can still opt for this supplemental coverage.
- Thanks to Lisa Arispe and the BAC for their efforts
- RFPs – continuing to work with Willis, Towers, Watson on the dental, medical and pharmacy, more updates later.
- Training/Development – Learning Heroes from across county completed a survey and told us what they wanted to learn about. The Training & Development team will be providing more resources, for easy access to available classes on the SharePoint site. Information on Learning Paths and CPM updates coming soon.
- Virtual Education Fair coming up in mid-June.
 - Q.** Will technology classes be offered? **A.** Kevin Connelly stated custom classes can be offered if the interest is there. The focus is back in the lab for Excel and Word; 5 Excel classes

for May. If there is special interest, we can work with SPC for particular products or courses. Contact members of the Organizational and Talent Development department. (OTD)

- Wellness – launched new campaign with four pillars, Physical, Social, Emotional and Financial. The classes are available and there's something for everyone. Monitoring CDC Guidelines to open the Clearwater Wellness Campus by June 1. Kelly Faircloth, Campus already open, but hours will be expanded.
- Oracle upgrade in July limited changes to employees, impactful changes will happen later in the year. Updates to follow.
- Suggestion Awards – 3 awards in last two months to employees from Utilities, Solid Waste and Code Enforcement.
- Hiring – still hiring; 56 people hired in May. Working on workforce recruitments, retention initiatives and internships to help bring potential employees into the county.
- Staffing – HR team has returned to the office hybrid phase as of May 3, phones have been streamlined, employees are being cross-trained and the new assistant HR Director Maria Ciro starts on Monday.
- Personnel Board Proclamation for Public Service Recognition Week. Congratulations to the employees for their great seamless service.
 - Q. Did BAC address time-off/2 Floating Holidays? A. BAC continues to meet no decision yet. Tami Maloney, thanks for change in HR phone system.
 - Q. What should be done if someone needs to drop off paperwork or make an appointment? A. Signage is now up that directs employees who need to correspond with HR. Kelly Faircloth, someone is always on the first floor, call main number and hit 1 and someone from Benefits will come to assist.
 - Q. The job listing posts has inconsistencies with listed salaries, not sure if position will start at or above range and have County classification number available on posting. A. Irene A, HR is working with hiring managers, but will research Taleo to see what is available.
 - Q. OKTA/ YUBIKEY Access forgot PIN; not resettable? A. BTS issue Kimberly Crum will research dual sign on.
 - Q. Discipline process changes to policy procedures add-ons, that were suggested by HR; is this being look into? A. Contact Kimberly offline to address.
 - Q. How do we look at these issues and make some changes in the process? A. Kimberly Crum recommendations to rules put forth but provide names for research.

Personnel Board 5/6/21 Comments

- Advocate Tami Maloney presented 2 appeals before the board. One and Appointing Authority requesting reconsideration on previous month's board ruling. That ruling was upheld. The employee has decided to pursue employment outside Pinellas County. The Clerk of Court employee requesting a reconsideration of discipline was denied. Ken Burke reassured employee they were still valued as an employee and thanked them for their 30+ years of service.

Committee Updates

- Advocates – Lisa Arispe, last meeting they looked at policies, there will be ongoing discussions.
- Suggestion Awards – Nothing new
- Legislative – Regarding FRS, Senate bill did go through, but no house companion bill. Contact local legislators. Address at meeting in the fall, eliminates pension side and keeps the investment side; employers' benefit and could mean additional cost to employees. The bill for Emergency Tele-Communicators for High Risk workers, such as utilities, highway and solid waste, did not get forwarded.

Old Business

- May Delegate Meetings Agenda Items, there will be 2 guest speakers, Barry Burton and Jeffery Lorick, new Office of Human Rights Director.
- EAC By-law updates will be on the Personnel Board June 2021 agenda.

New Business/Open Discussion

- Jeffery Lorick new Director of Office of Human Rights.
- Kevin Connelly would like to focus on goals, please add to agenda. What is our focus?
- Charles Toney to Lisa Arispe look at notes of goals, to identify which ones have been filtered through the BAC and which one we still need to address.
- Alternate sites for Delegate Meetings, Lealman Exchange, STARS Center or other indoor sites.
- Leena Delli Paoli and Tami Maloney good idea to have a member of HR and Lisa Arispe recruit/engage employees to be advocates to eliminate fear of volunteering for the program.
- Lisa Arispe commended Tami Maloney and Lena Delli Paoli on their professionalism in advocating for employees in front of the Personnel Board and in general.
- **Q.** (addressed to Rodney Marion) any career ladder updates? **A.** Process in still ongoing, awaiting results of operations assessment.
- Lena Delli Paoli encouraged employees to wear Red on Fridays for deployed personnel. Irena will send out email blast.
- Katiah Fitzpatrick shared concerns about miscommunications regarding increases; there will be a meeting in the near future.
- **Q.** (addressed to Rodney Marion) regarding career paths what are we doing to ensure employees have access to classes no longer offered? **A.** Rodney Marion departments must make recommendations or ask for alternate classes. Discussion ensued.
- Audrey Savas stated HR can make accommodations for career paths.
- Rodney Marion stated Career Ladders are promotions (you must apply; some are competitive) and Career Paths are within a class.
- Lisa Arispe a joint EAC and Appointing Authorities Meeting will happen in coming months.
- Jeff Albenzio submitting article for the June 2021 edition of *The Pen*, Tami Maloney to submit one for the July 2021 edition.
- \$1 needed from each rep for Delegate meeting refreshments, please give to Charles Toney.

Adjourned.

Leena made a motion to adjourn at 4:15 p.m., seconded by Clarethia Monroe.

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| 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