



Employees' Advisory Council & Appointing Authorities Joint Meeting Minutes

Utilities Building, 14 S Ft Harrison, Fourth floor, Clearwater, FL

Monday, July 26, 2021, 3:00 p.m. – 4:00 p.m.

Prepared by Katiah Fitzpatrick

Call to Order

The EAC Representative & Appointing Authorities Joint Meeting was called to order at 3:00 p.m. by EAC Chair Lisa Arispe.

Introductions:

EAC Representatives, Appointing Authorities (AA's) and others in attendance introduced themselves.

Discussions

Charles Toney, June 19th

Charles asked if the new Federal Holiday, June 19th, will be considered a county holiday.

The Appointing Authorities said that this will be a discussion at the Appointing Authorities meeting proceeding the EAC/AA meeting. No final answer was given at this time.

Working Remotely, Bill Gorman

Bill asked the Appointing Authorities if working remotely permanently has or will be considered? Bill asked how working remotely has been working for each, inquiring on the pros and the cons of working remotely.

Ken Burke stated that each appointing authority has discretion to allow their employees to work remotely. Ken also stated that from the Clerk's perspective he does not foresee the Clerk's Office working remotely permanently any time soon. There are many variables with working from home, i.e. Taxes and worker's compensation.

Barry Burton stated many issues occur when working from home. For example, an employee's accountability of their production within their area. With accountability comes evaluations. It makes it difficult to evaluate an employee's performance with working remotely.

Chris Steiermann, Tuition Reimbursement

Chris presented the notion to increase tuition reimbursement for employees. Stating that though it is generous, it does not cover much of what higher education cost today. There are other counties that offer to pay up to 80% of tuition (i.e. Manatee County pays 80% of USF-Manatee tuition).

Barry Burton that the county needs to look at the cumulative costs of paying employees tuition.

Bill Gorman, Paid Parental Leave

Bill asked the Appointing Authorities if there will be any discussion about both the father and the mother receiving paid parental leave, separately.

Kimberly Crum (Human Resources) stated that this is still under discussions. A final answer can not be given at this time.

Charles Toney, Progress Performance Evaluations

Charles asked about the progression in moving forward with merit increases considering it has been talked about for a few years now.

Barry Burton says it is a difficult and tedious process to perfect an evaluation for each area within the county that targets each department individual employees responsibilities. Conversation have been continuous and will still be talked about.

Tami Maloney brought up that employees can be punished monetarily with disciplinary action for poor performance but is not rewarded monetarily for good performance. This in turn results in adverse effects and poor moral.

Ken talked about within the Clerk’s Office, the Court Assistance Department has been given the opportunity for what can be seen as a career later. This means the Court Clerk’s in that department may learn all five areas of their department and receive a one time, 4% pay increase.

Tami Maloney, Advocate Concerns/Suggestions

Tami talked about how difficult it is to receive volunteers for the Advocate Program. Many people who would consider applying fear that it may affect their opportunities for career growth. That a “grudge” may/ could be held against an advocate if they advocate for an employee in a department they may/want to advance to. Also, that advocating for an employee in front of the personal board and the county attorney who has much experience, it is extremely intimidating when in the hearings. Tami also suggests that Appointing Authorities should be advertising to their employees the opportunity to have an advocate given to them during the appeals/disciplinary process.

Lisa Arispe mentions that management is may reach out to HR or County Attorney to guide them through the disciplinary process, even as far as to help them write the narrative for the discipline and an employee does not receive such services. Employees have an advocate whereas management has a Board-Certified attorney.

Tami also brought up that during the grievance process, employees are allowed to have an advocate in the room but is not allowed to ask any questions.

Ken Burke said that he agrees that the grievance process should be looked at. Managers and supervisors should be trained correctly and be knowledgeable of the grievance process. He agrees clarity for all employees of the county is necessary.

Kim Crum stated that Human Resource does not practice retaliation.

Adjourned

Meeting adjourned at 5:10 p.m.

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.