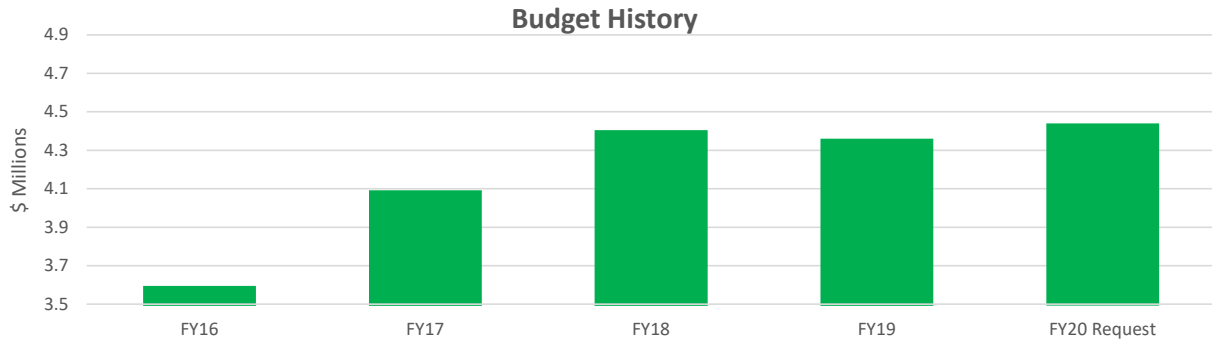
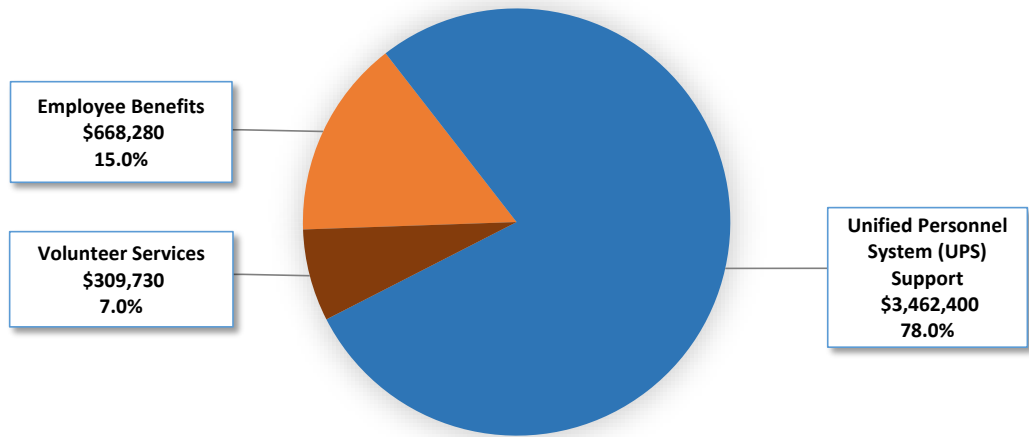


HUMAN RESOURCES



FY20 General Fund Budget Request by Program



The Human Resources Department is supported by General Fund revenues and reflects a \$79,870 (1.8%) increase over the FY19 budget. For FY20, the department's request came in below their budget target by \$52,290. Human Resources also manages the Employee Health Benefits fund, an internal service fund that is used to account for all employee paid premiums, employer contributions, and claims for the employee health and dental plans.

HUMAN RESOURCES

The Unified Personnel System - Human Resources Department provides a central personnel servicing function for the following Appointing Authorities: Board of County Commissioners, Clerk of the Circuit Court, Property Appraiser, Supervisor of Elections, Tax Collector, County Attorney, Office of Human Rights, Forward Pinellas, and Business Technology Services. The Human Resources Department is governed by a Personnel Board. The Personnel Board consists of seven members - four members appointed by the Appointing Authorities, two members appointed by the Employee Advisory Council and one member selected by the other six members.

Program Descriptions		FY20	
		Budget Request	FTE
Employee Benefits	Ensures the most cost effective and reliable benefits for county employees to allow recruitment and retention. This includes Health & Dental Benefits, Retirement Plans, Disability Benefits and Employee Assistance Program.	\$ 668,280	6.2
Unified Personnel System (UPS) Support	Implements and applies the Personnel Act; coordinates HR activities with all Appointing Authorities in the UPS; provides HR guidance to UPS organizations.	\$ 3,462,400	26.7
Volunteer Services	Coordinates Volunteer Services Program for Unified Personnel System (UPS).	\$ 309,730	2.6
TOTAL		\$ 4,440,410	35.5

The Employee Health Benefits Program (fund 5006) currently supports 2 FTE, which are not reflected above.

Human Resources Organization Chart

UNIFIED PERSONNEL SYSTEM BOARD

Holly J. Schoenherr
Director

Peggy Sellards
Senior Executive Assistant

Terri Wallace
HR Manager

TOTAL REWARDS

*Benefits
Compensation/Classification
Health & Wellness
Retirement*

Benefits

Mary Flockerzi
HR Officer

Karla Cook
HR Analyst

Kerri McManus
HR Analyst

Vacant
HR Technician

Vacant
HR Technician

Wellness

Jane Grannis
HR Coordinator

Ashley Skubal
HR Technician

PLANNING & PERFORMANCE

*Employee Relations
HR Business Partners
Strategic Planning
Performance Management*

Jim Valliere
HR Business Partner

Maria Roberts
HR Business Partner

Stephen Stagliano
Contracts Administration Coordinator

Classification & Compensation

Jack Loring
HR Officer

Tywanna McGee
HR Coordinator

Shara Stubbins
HR Technician

ORGANIZATIONAL & TALENT DEVELOPMENT

*Leadership Development
Learning Opportunities
Organizational Culture*

Audrey Savas
HR Officer

Kat Black
HR Analyst

Kevin Connelly
HR Analyst

Ralph Reid
HR Analyst

Carol Strickland
HR Specialist

Alan Goetz
Spec Projects Asst-temp

WORKFORCE STRATEGY

*Employment
Workforce Connections*

Meagan Decker
HR Officer

Bertha Battle
HR Coordinator

Jennifer Catalano
HR Coordinator

Vacant
HR Analyst

Gwen Roundtree
HR Technician

Minerva Santiago
HR Technician

HRIS & RECORDS ADMIN

*HR Analytics
New Employee Processing
Personnel Records*

Chris White
HR Officer

Vacant
HR Analyst

Gene Fields
HR Specialist

Janie James
HR Technician

Jeff Withrow
HR Specialist/
Computer Support

COMMUNICATIONS & OUTREACH

*Communications
Volunteer Services
Recognition & Awards*

Irena Karolak
HR Officer

Camille Evans
HR Specialist

Mary Sault
HR Specialist

Volunteer Services

Cantrece Harmon
HR Technician

Sarah Markofski
Special Projects Assistant