



Employees Advisory Council



to continually improve the Pinellas County classified employees' quality of work life

APPROVED BY THE EAC

Employees' Advisory Council - Representatives Meeting Wednesday, January 18, 2012, County Annex, Room 429, 2:30 p.m. - 4:30 p.m.

1. Charles Toney called the meeting to order at 2:30 P.M.
2. Introductions
 - A sign-in sheet has been filed and made part of the record.
 - New Representative - Christina Mallon is replacing Teresa Benyo - Clerk South
 - Mercedes Pearson introduced Paul Valenti - New Human Rights Director.
3. Approval of Minutes
 - Minutes for the December 21, 2011 meeting were approved. Motion made by Ira Wolf, 2nd - Todd Crawford.
4. Comments from Peggy Rowe, Human Resources Director:
 - New Human Rights Director, Paul Valenti gave a brief background of his experience and stated he deeply appreciated the opportunity to advocate for Civil Rights. He will be attending the EAC Delegate meeting on January 26, 2012. Charles Toney gave a short explanation of the EAC functions and Lisa Wombles gave a description of the Advocacy Program to Mr. Valenti.
 - Habitat for Humanity Volunteer Event was very successful. Over 60 Pinellas County employees assisted the three new home owners by landscaping, laying sod and painting. Great job by all!
 - Will be working on new guidelines for the annual exchange of leave program during the next 6 months.
 - Gene Pressoir discussed the Succession Management Program - Intent is to groom employees to become successful supervisors. Open to staff that are not currently holding a supervisory position. Information and application available on Human Resources website.
5. Personnel Board:
 - January 5, 2012 meeting was cancelled. Next meeting will be February 2, 2012.
 - Using extended leave hours as annual leave will go for approval at the February meeting.
 - The Annual Report will be forwarded to the EAC Representatives after Peggy Rowe presents it to the Personnel Board.
6. Committee Reports:
 - Legislative - Update on FRS issues - Charles Toney - No additional information at this time.
 - Advocates - Lisa Wombles - Setting quarterly advocate meeting for February.
7. Old Business:
 - EAC meeting dates and locations available on the Human Resources website.
 - Elections held - 2012 Officer Elections - Chair- Charles Toney, Co-Chair - Lisa Wombles, Secretary - Pam Traas



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8. New Business

- EAC Representative Appointments - replacements for:
 - Teresa Benyo - Clerk South - Christina Mallon
 - Bonnie Desmond - BCC Group VII - Pam Traas
 - Rhonda Calder - BCC Group III - Open
 - A Sunshine Law Refresher by the Pinellas County Attorney's Office will be presented at the February 15, 2012 EAC Representative meeting. Lisa Wombles will contact the Pinellas County Attorney's Office for a representative.
- Meeting with Appointing Authorities to be scheduled for February, 2012. Date TBD
- Topics Suggested:
 1. Ask Appointing Authorities for suggestions on raising morale.
 2. What is the timeline when the employee merit increases will begin again?
 3. Incentives? Thank you's, LWP coupons, PATS.
 4. Bonus vs. Percentage Increase?
 5. Cover insurance increase vs. bonus?
 6. Days off for performance appraisal
 7. Implementation of a COLA
 8. Money for training
 9. More support for Advocates from front line supervisors
 10. More support for EAC from frontline supervisors
 11. County Employees Giving Back - Habitat for Humanity, Bike Drive, Adopt a Family - Get additional information from departments on all the positive things Pinellas County Employees do. Contact Carol Strickland and Chad McCloud.
- Guest Speakers at EAC Delegate Meetings:
 - January - Paul Valenti, the new Human Rights Director
 - Personnel Board PowerPoint Presentations by HR staff
 - Bob LaSala, County Administrator
- Tax Collector using Standard Insurance to monitor FMLA - Discussion of performance of Standard Insurance. It was apparent from the discussion the level of service from Standard Insurance for FMLA issues with employees are not acceptable. [HR Note: Employee Benefits remained in daily contact with Standard during the implementation. Service issues were few and resolved timely.]

Meeting Adjourned at 4:30pm - Motion by Ira Wolf, 2nd by Lisa Wombles

Charles Toney, Randy Rose, Todd Crawford, Lisa Wombles, Hazel Lane, Mike Powell, Mercedes Pearson, Ira Wolf, Pam Traas, Christina Mallon, Paul Valenti, Jean Magee, Dave Blasewitz, Gene Pressoir, Peggy Sellards, James Valliere, Peggy Rowe

NEXT EAC Representative Meeting: February 15, 2012.