



Employees Advisory Council



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

Approved by the EAC

Employee Advisory Council – Representatives Meeting Minutes
Wednesday, March 21, 2012

1. Charles Toney called the meeting to order at 2:30 P.M.
Volunteer to take meeting minutes – Clare McGrane

2. Introductions

- A sign-in sheet has been filed and made part of the record.
- Mary Flockerzi

3. Approval of Minutes

- Minutes for the February 15, 2012 meeting were approved. Motion made by Ira Wolf, 2nd – Hazel Lane.

Update from Mary Flockerzi, sitting in for Dave Blasewitz, on the Employee Benefits Wellness Program. Current opportunities are the Walk to the Moon and 2012 Health incentives.

Gene Pressoir, sitting in for Peggy Rowe, provided an update on the program for supervisory Succession Management training. They are almost at the final stage in choosing the applicants. Charles inquired if, with so great a response, there might be a second class offered. Gene explained that insufficient resources could make that difficult. Hopefully the future will allow expansion of the training to include continued Leadership Development.

Discussion followed on the High Performance Organization (HPO) training:

- Changing the responsibility and leadership from belonging to the top to belonging to all;
- Invitation to all to collaborate, provide input, engage everyone's participation; extreme communication;
- A lot of information to digest in three days;
- People getting different ideas of what an HPO is;
- Boost to morale
- It is planned for the HPO concept to be incorporated as a mindset and not a program.

There was discussion on the upcoming reduction of workforce for the Clerk. At this time, it is hopeful that positions will be found for all. Some of the Clerk's State-funded positions are not currently filled. Ken Burke stated that as a result of the reduction, hours will be reduced and lines will be longer.

Ira mentioned that employees have left the County, one with eight years, the other with eleven. Charles noted that he would have expected employees who are not vested to seek other employment. When employees leave the County loses an investment in good people.

Charles provided a recap of the Personnel Board meeting. An employee brought forth the allegation that the promotional process from Classified to Exempt for veterans was not being followed. The Board decided to hear more discussion at the April meeting before making a decision on jurisdiction.



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Human Resources made a presentation of the evaluation process. Seventy-five percent (75%) of employees "Exceed". Jean Magee is working on an analysis of the data.

Laura Berkowitz is visiting departments and forming focus groups that will look at the competencies. Discussion followed about position evaluations, extra training for those being laid off.

The former Public Works section of DEI is offering training for employees on advanced equipment.

FRS update

Judge Fulford held that the Legislature had impaired the contract, that this was an uncompensated taking of property, and an infringement on collective bargaining rights. Her decision also included the repayment of the funds plus interest. The appeal will go to District Court of Appeals, where it will be reviewed. There is also the possibility that it may be presented to the Florida Supreme Court for review, as it is a question of great importance. Carole Sanzeri explained that the jurisdiction is discretionary to the Supreme Court. The Court may consider the case, accept it, or reject it back to the District Court of Appeal

The County invested most of the three percent (%) into the Stabilization Fund. Charles mentioned that a California county had declared bankruptcy as it was not collecting revenues and was not able to fund their pensions. Question: In bankruptcy, are the pension funds open to raiding by the entity?

The Legislature is also considering medical billing issues. There are billions of uncollected monies in the Medicaid Billing Systems. The Florida Association of Counties is asking for a veto of this Bill. If passed, Pinellas County's uncollected Medicaid bills amounts to about \$20 million. [\[HR update: See the 4-13-12 St. Petersburg Times @ http://www.tampabay.com/news/health/article1224761.ece for an update regarding the Florida Association of Counties' response to the passage of the bill.\]](http://www.tampabay.com/news/health/article1224761.ece)

New Business

Tori Tipton will replace Todd Crawford as EAC Representative by unanimous vote.

The DEI delegates are getting a handle on their new divisions.

Suggested: have a sign-in sheet with names already printed for the EAC Delegate meetings.

Need someone for awards committee to go over suggestions – Christina Mallon.

Possible benefit requests: Shoe allowance, Extra Floating Holidays; break Personal Day into hours

At upcoming Delegate meetings, we will invite Human Resources, Property Appraiser's Office, and County Administration to provide us with presentations

Old Business

Josh asked about the employee survey. Human Resources is still working on it.

Our website needs updating, including our goals.

Josh stated that the EAC is not (or seems to not be??) accomplishing much. The EAC is not empowered. Can we make our own rule to bring before the Board (BCC or Personnel?) or do we take that to Peggy who in turn will take it to the Board?

Volunteer opportunity: Relay for Life at Coachman Park on Friday May 4th – Tax Collector

Employee Appreciation Week – May 6-12, 2012

Ira made a motion to adjourn. Seconded by Josh.