



## Employees Advisory Council



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

Approved by the EAC

Employees' Advisory Council - Representatives Meeting Minutes -  
Wednesday, July 17th, 2013, County Annex, Room 429, 2:30 p.m. - 4:30 p.m.

- 1) Call to order at 2:35pm
- 2) Minutes were approved with a motion from Elaine Billey and a second motion from Clare McGrane.

Guests: Keith Dekle – Personnel Board, Mark Woodard – Assistant County Administrator, Frank Fazio attending for Randy Rose

- 3) Comments from Peggy Rowe - Peggy stated that they are making slow but steady progress with the review of the Personnel Rules. In addition, there are 77 employees that are above the pay range maximum and will be given a 2.8% lump sum payout when others will be receiving their raises in the next fiscal year. Peggy also went on to mention about the “listening sessions” that she does at various locations throughout the county and that she has her staff make the random selections as to who attends these meetings to alleviate the pressure some employees are experiencing and feeling afraid to be seen speaking about office issues with Peggy. Some employees fear retaliation if they comment on concerns they have. Peggy also mentioned there has been a restructuring of the Health and Human Services Department including title changes.
- 4) Personnel Board - update – July 11<sup>th</sup> A question was brought up by PB member Keith Dekle as to the right of an employee to appeal a termination due to job elimination or layoff to the PB. August 1<sup>st</sup> meeting there are no appeals scheduled. At the October PB meeting there will be a workshop scheduled with County Attorney Jim Bennett to discuss the Personnel Act and the duties and functions of the PB. EAC members are encouraged to attend for a better understanding of how the PB functions.

Guest:

Mark Woodard - Assistant County Administrator was present and fielded questions that many of us had concerning the budget and the proposed raises for the coming year. There was a long discussion with Steve Yeatman and Mark Woodard concerning how the employees are struggling with the way the budget is being handled with increases.

Steve mentioned that he feels the upper echelon is not in touch with how the employees really feel.

Mark mentioned that we have a structural imbalance in the budget that needs monies previously spent to be replaced by increasing the tax millage rate this



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upcoming year for homeowners. Some of the budget increases include: employee raises, FRS increases, EMS 8%, and replenishing the Service Level Continuation Account. Property values are starting to go up and the revenue is slowly returning.

More discussion ensued concerning the budget and the news media uptake and their interpretation of things that are said. Peggy mentioned that we cannot control what the press releases in the papers nor how they write in their stories.

### 5) Committee Reports:

- Legislative – FRS issues – Charles Toney – Plans to meet with members of the Pinellas County Legislative Delegation when they are back in town from the session in Tallahassee.
- Personnel Rules – Hazel Lane – Continued meetings and discussions, EAC and PB will have draft of changes for review and comment prior to formal changes.

### 6) Old Business:

- Steve Yeatman requested to have a union representative attend an EAC meeting. Charles replied that an informational speaker would be acceptable but not for purposes of soliciting membership. We could possibly have a union speaker at a future EAC Rep meeting.
- Previous Delegate and joint Appointing Authority meeting minutes are being worked on and will be available in the near future for review.

### 6) New Business:

- July 25, 2013 from 8am-12pm at the Epi Center on Ulmerton Road the county will have a “reverse trade show” where vendors can approach various county division representatives and learn how to do business with them. It will be a first time show and should be exciting to not only view but participate in as well.
- EAC Representative elections coming up

Motion to adjourn by Tim with second by Elaine - Meeting adjourned at 4:25 p.m.  
EAC Representatives not in attendance at this meeting: Lisa Wombles,  
Mercedes Pearson, Randy Rose, Richard Carvale