



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, August 21, 2013, County Annex, Room 429, 2:30 p.m. - 4:30 p.m.

1) Call to order was at 2:35 p.m.

2) Approval of minutes.

Amendment to minutes - Steve Yeatman requested a change to the minutes to state he commented interest in having a guest speaker from the Union do a presentation to the council, and he inquired as to the status of previous EAC Delegate meeting minutes. Minutes to be amended as discussed – amended minutes approved

Welcome / Guests - Meagan Decker to Employee Relations as a Human Resources Coordinator, Ryan Brinson with Planning and Economic Development, Keith Dekle – EAC Personnel Board Appointee.

3) Comments from Peggy Rowe - At a recent Board meeting Bob LaSala indicated a 3% increase for employees is being worked into the budget and that our voices have been heard and acknowledged from the EAC's recommendation to increase it from the original 2.8% that was originally on the table. It will go into effect with the October 1, 2013 budget year and be reflected in our paychecks in the latter part of October's payroll. Also, the Personnel Rules Review Committee has been doing a lot great work and at the EAC's request is recommending two additional floating holidays for employees having 25 plus years of service. In addition to discussion about adding relatives for funeral leave, it was pointed out that the current rule allows for the Appointing Authority to grant a leave of absence with pay if the leave is deemed to be in the best interest of the classified service. Adding other family members, mainly spouses grandparents, is still being discussed. It is ultimately up to the appointing authority to approve the administrative leave. Peggy's plan is to present the new rules as a package that reflects the old rules verses the new rules so that employees and management can clearly see the changes in black and white format.

Steve Yeatman commented on the fact that we are human and will have sick days yet doesn't like the fact that it goes on the books as unscheduled leave time and that it is reflected in our reviews. He stated that the people that do it repeatedly are where the light should be shined on and not the occasional person who calls in. It should not be treated the same for the 56 hours straight because of the flu for example versus 5 Mondays in a row. Dave Blasewitz responded that we have moved away from that rule a long time ago and that it was just a guideline for management. Times have changed immensely and we try to make the employee and management feel better about the unscheduled leave because it does not hold the same weight as it once did.

There used to be the thought that if the employee wanted off and had the hours to do so that management was obligated to give them the time off.

Dave also answered this topic by stating that it is untrue and it is based on department needs as to whether it gets approved or not. Peggy stated that if we are facing any difficulties concerning this leave time or unscheduled leave topic in the workplace that she or someone from her staff would be happy to come out to the workplace to speak to employees and management about the leave time as well as unscheduled and how exactly it works for clarification purposes. At this time Jim Valliere also stated to please have the employee call Employee Relations department if they have leave time issues that need resolving.

- 4) Personnel Board – September 12th Personnel Board meeting – a termination appeal is scheduled and we are encouraging people to attend to view the proceedings as both sides (employee) as well as (management) will be represented by legal counsel.

- 5) Committee reports –

Legislative – Charles Toney – The FRS liability is better than expected for percentages as well as money currently in the coffers.

Personnel Rules – Recommended changes are being tracked. Hiring and pay to be worked on. Rule 28 – Inactive Service – currently under legal review. Other – as noted above for funeral and accrued leave.

Advocates – still in need of additional advocates.

- 6) Old Business – Human Resources is checking on possible Pinellas County Employee discount at R-Club childcare facilities. R-Club is a childcare provider for employees responding during emergency situations.

7) New Business –

We are currently looking into getting the elections committee together for our upcoming EAC elections in the fall.

We are looking for a guest speaker for our next EAC Delegate meeting.

Reminder of the Veterans Honor Flight that is scheduled to return to the St. Pete / Clearwater Airport at 8:30 p.m. on Tuesday September 17th.

Maria Keller asked the question as to having the interim evaluations changed from quarterly to perhaps another scheduled time to allow supervisors that have many employees enough time to gather information as well as create the interim review while still maintaining their daily work load. Personnel stated that the interims are open to be done on their own scheduled time and can be done at 3-4-6 month intervals whichever is deemed appropriate and approved by management team under their own appointing authority.

The meeting adjourned at 4pm. Motion by Tim, second by Elaine.