



# Employees Advisory Council



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

Approved by the EAC

Employee Advisory Council – Delegate Meeting Minutes -

Thursday, September 26, 2013 - 8:00 a.m. – 10:00 a.m.

In Charles Toney's absence, Lisa Wombles, Vice Chair called the meeting to order at 8:10 a.m.

## Introductions:

Meagan Decker has joined the HR department, as the Human Resources Coordinator. Connie Chancey has retired and Peggy Sellards will be taking over that position.

## Comments from EAC Vice Chair:

- Lisa Wombles told the delegates that the *Tampa Bay Times* made a typo in our favor- the percentage is 3 and not 2.8. Pinellas County will be closing their offices at noon on Christmas Eve. Reminder to all - EAC Elections is in process. Lisa Wombles stated she is not running for re-election; however she will continue to serve as Chair of the Advocate Committee. Nomination forms will go out next month to the Representative areas that are up for election.
- Peggy Rowe was presented with a plaque from the Personnel Board on completing 15 years of service with Pinellas County. Keith Dekle was reappointed to the Unified Personnel Board by the EAC unanimously at their last meeting. The termination appeal from August was upheld at the September Personnel Board Meeting.

## Comments from Peggy Rowe, HR Director/Open Discussion:

- Peggy Rowe explained the new program for service awards. There is a link that will be provided to those employees with a password. Those employees will have a certain number of points and then they will be able to choose from many different options given.
- Healthcare and Leave Exchange open enrollment will begin sometime in October. The increase is approximately 5% to employees and 10% to the County. The diabetes program was launched a couple of months ago and has been successful. Pre screenings for diabetes was completed by 314 employees.
- There will be no effect on county employees as far as The Affordable Healthcare Act is concerned at this time.
- Peggy encouraged those interested to run for EAC Representative and stated the EAC is important for Pinellas County employees.
- Salary adjustment based on increased cost of labor is being considered for the future.
- Career Ladders are being looked at to implement where ever possible.

- PAQs (Position Audit Questionnaire) are audited by the Pay and Classification Department of HR. PAQs are not on a schedule. Group audits are around every 3-5 years. PAQs can be requested though at anytime and have to be validated by management. Peggy explained the goal of the PAQs is to ensure the positions are properly classified and do not always involve an upgrade.
- When the separate leave bank of sick time was combined to all leave the accrual was increased to compensate for both. The extra floating holiday requested and received through the EAC is in place to make up for those that work 10 hour shifts.

BREAK- Representatives met with Delegates.

- Lisa Wombles reminded all on the EAC elections and encouraged participation. She also encouraged those that are interested to become an Employee Advocate.
- She closed by telling those in the audience; that although they might not agree with the outcome of a PAQ Audit, not to be discouraged. In life everything is a lesson and to make a negative into a positive by the experience of learning more.

Mike Powell, EAC Property Appraiser Representative made a motion to adjourn, Lisa Wombles seconded the motion. Meeting adjourned at 9:55 am.

**The next Employee Advisory Council Delegate Meeting will be on November 21, 2013, 8am  
@ Pinellas County Extension 12520 Ulmerton Road, Largo FL**