



Employees Advisory Council



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

APPROVED BY THE EAC

Employees' Advisory Council – Delegate Meeting Minutes Thursday, November 21th, 2013 - 8:00 a.m. – 10:00 a.m.

- 1) Call to order at and pledge 8:05 a.m.
- 2) Guest Introductions
- 3) Comments from EAC Chair – Charles Toney

Personnel Board Updates – Recent termination appeal raised concerns when there are allegations of Pinellas County Personnel Rule violations and possible State and Federal law violations and how this should be addressed at the Pinellas County Personnel Board. County Attorney Jim Bennett will be a guest at the December 5th Personnel Board Meeting to discuss the Personnel Act. The Personnel Act establishes the Personnel Board, the Personnel Department, and the Employees' Advisory Council. All EAC Representatives and Delegates are encouraged to attend this discussion.

Keith Dekle has been reappointed as one of the two EAC Appointees to the Personnel Board. The appointment is for a two year term.

EAC Delegate renewal forms will be distributed in January.

The EAC Representatives will have a joint meeting with the Appointing Authorities in December.

- 4) Comments from Director of Human Resources – Peggy Rowe

The county wide employee survey has received over 50% response to date. This will be a 2-year recurring process. The survey can be completed on line or a paper copy can be submitted to HR. All county offices will be closed December 24th Christmas Eve day – this year. The 8 hours will be designated as Admin Leave – Other on the time sheets. Those employees working 24/7 operations will be able to use the 8 hours of admin leave at another time.

- 5) Comments from HR Health and Wellness – Dave Blasewitz

Reminder that the yearly biometric screening and online health assessment need to be completed to avoid the \$500.00 additional charge on next year's health insurance costs. Flexible Spending Account (FSA) change – up to \$500.00 can now be carried over to the next year. This is for healthcare only and does not apply to childcare. FSA funds can be used for qualified expenses for employees and any tax dependents of the employee whether covered under the County health/dental plan or not.

6) Special Guest Speaker – Appointing Authority Diane Nelson – Tax Collector

Diane presented us with an overview of the Tax Collector's journey that resulted in their Department receiving the Governors Sterling Award. She explained the process of going from good to great and gave examples of improvements they realized along the way. One improvement was the addition of dual computer screens at the work stations. This saved about 1 minute per transaction – when multiplied times 800,000+ transactions per year this improvement equated to the equivalent of 7 full time employees.

Birth Certificates will be available at the Tax Collectors Office as of December 16th 2013 for Florida born citizens.

The meeting adjourned at 10:00am.