



Employees Advisory Council



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

APPROVED BY THE EAC

Employee Advisory Council – Representative Meeting Minutes

County Office Annex, Room 429, Clearwater, FL

Wednesday, January 15, 2014, 2:30 p.m. – 4:30 p.m.

Call to Order

The EAC Representative meeting was called to order at 2:35 pm by Chairman, Charles Toney.

Approval of Minutes

The minutes were approved for EAC Representative Meeting November 20, 2013, EAC Delegate Meeting November 21, 2013, and EAC Representative meeting December 18, 2013. A motion was made by Elaine and seconded by Richard.

Peggy Rowe will follow up with Ken Burke about the request for a court reporter taking notes for the EAC Council since this is a Sunshine Meeting. Charles will also follow up next week.

New EAC representatives: Jennifer Gundel, Chuck Mangio, and Dawn Grasso were welcomed including brief introductions.

Comments from Director of Human Resources – Peggy Rowe

- Employee survey results - Peggy is meeting with the Appointing Authorities regarding the results. Results will be shared at the Delegate Meeting. There were sixty questions on the survey. Seventy four percent (74%) of employees responded to the survey. The survey will be done every other year in November.
- Questions: What is the status of the new performance standard that's not tied to raises? Increases will be tied to performance standards. More information will be forthcoming. How often is the Annual Leave Accrual Scale reviewed? If reviewed, maybe we can get a little increase out of it. The scale is reviewed on a regular basis based on market survey. When an employee retires, is there an exit interview? The exit interview is restarting. The paper version was done in the past. Employee Relations is working on an electronic version. What is the process in getting new Delegates? An individual can be nominated but must be approved by the manager. Also, current Delegates can continue as a Delegate if approved. Why can't United Healthcare provide the contracted rate for a service? Based on contract, the rates are different for each provider. Employees can speak with Cathy Baker, United Healthcare onsite staff. What is the status of the employee medical clinic project? David Blasewitz stated the feasibility study has been completed, and we will have the clinic. The focus of the clinic will include but not limited to disease management and health and wellness. Why are some positions posted for a shorter period of time? The department requests how long a position is posted. How can an individual get on the register? Applications are accepted when there is recruitment for a specific position.
- David Blasewitz gave an update on the FMLA launch. We have had some bumps after going live January 1, 2014 that coincided with the storm of the century but these have since been cleared up. Employees still need to advise their manager if they are going to miss work. Employees should contact Standard Insurance to see if the time off will count as FMLA.

Personnel Board

There will be a Personnel Board meeting February 6, 2014. The January 9, 2014 Personnel Board meeting was cancelled.

Committee Reports

The following standing committees will continue: Advocates: Lisa Wombles; Affirmative Action: Mercedes Pearson and Hazel Lane; Legislative: Charles Toney, Richard Carvale, and Jennifer Gundel; Pay and Class: Randy Rose, Chuck Mangio, and Steve Yeatman; and Suggestion Awards: Mike Powell and Maria Keller. The Personnel Rules Committee, Safety Committee, Goals Committee, and Health and Benefits Committee will be incorporated in our meetings. There are no dates scheduled at this time for the Personnel Rules Review Committee.

Old Business

Human Resources will follow up with how County employees are paid if they work as a poll worker. Also more information will be presented on cost of labor (combination of: wage, benefits, retention).

New Business

It was approved for Lisa Wombles to fill the BCC Group VI vacant Representative position.

Upcoming Meetings

EAC Delegate Meeting January 23, 2014, Personnel Board Meeting February 6, 2014 and EAC Rep Meeting February 19, 2014.

Adjourned

It was motioned and seconded that the meeting be adjourned. The meeting was adjourned at 4:15 pm.

Charles Toney	Randy Rose	Clare McGrane	Maria Keller	Chuck Mangio
Richard Carvale	Lisa Wombles	Steve Yeatman	John Cloud	Jennifer Gundel
Hazel Lane	Mike Powell	Elaine Billey	Dawn Grasso	Mercedes Pearson