



# 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, March 19, 2014, 2:30 p.m. – 4:30 p.m.

## **Call to Order**

The EAC Representative meeting was called to order at 2:32 pm by Chairman, Charles Toney. Charles welcomed guest, Dennis McCloud from BTS, who was sitting in for Elaine Billey. Keith Dekle, EAC Appointee to the Personnel Board, was also in attendance.

## **Approval of Minutes**

The minutes were approved for EAC Representative Meeting on February 19, 2014. A motion to approve the minutes was made by Richard Carvale and seconded by Maria Keller.

## **Comments from Director of Human Resources – Peggy Rowe**

- Peggy Rowe - Human Resources is continuing to consider different ideas regarding pay for performance. Laura Berkowitz will be conducting focus groups. Steve Yeatman, EAC Representative, was invited to participate. The purpose of the focus groups is to get employees input. The new hiring process is live as of March 14, 2014. Jack Loring gave an overview.
- Jack Loring - Prior to the recruitment process, the hiring manager will complete a request for a new position. The requisition will then be sent to Human Resources and Human Rights simultaneously. Then the recruitment process starts. All current employees applying for a new position must complete a new application, and it will remain on file for future recruitments. The application can be updated at any time. You can set up your account now and update the application as needed later. Some job openings will have supplemental questionnaires. When the supplemental questionnaire is submitted you cannot go back in and make changes to the answers. When there is a job opening, the employee or applicant can apply for the job as indicated. The jobs are specific to departments and locations. If there is an interest in a particular job, you must apply each time. There will no longer be a carry-over register. Jack reviewed the general application, online jobs, and how to sort for the job. The application questions are similar to the previous application. You will be able to upload your resume or populate information from your LinkedIn profile. The hiring manager will be able to sort the eligible list in different ways like by name, date, veteran, score, current employee, ethnicity, and gender.
- Questions: Can an employee complete an application now? Yes. You can complete the general application. Will an individual have to take a test for promotional opportunities? There may be testing for some positions. If any tests are required, they will typically be done later in the process than they have been administered in the past. Can temporary employees complete an application now for entry level positions? Yes. They may have to take a test later.

- Dave Blasewitz passed out a handout relating to the new [Wellness Incentive Program](#). The new program will focus on employees signing up for the right programs. The reward mechanism is being changed to include Pinellas County rewards that are listed on the website and the handout. Employees will have the options of taking the cash that is taxable or the reward that is non-taxable. Employees will need to let Human Resources know if their choice is cash. If your choice is the points you will not need to select it because that is the default. New programs for 2014 include: gifts from the on-line gift catalog, Get Fit Activity for covered spouse or domestic partner, and Informative Wellness Learning Series classes. The [handouts](#) were sent to all employees. Benefits will also conduct onsite presentations. We will now have Wellness Reward points and Service Award points. The Service Award points are given in five year increments. Your retirement gift is also in points. When can you redeem your reward points? You can redeem them any time. You can go online, log in to the [Rewards Program](#) and shop. Select your gift, submit and receive at your home.

### **Personnel Board**

At the Personnel Board meeting March 6, 2014, the Board voted six to one for changes to the register durations and to not include seniority in the new hiring process. Keith Dekle, Employee Advisory Council Appointee to the Personnel Board, shared his concerns about seniority not being visible in the new hiring process. Mr. Dekle agreed with pulling seniority out of the test score and supports the changes in the hiring process and wanted to make sure the positives of recognizing current employees is not lost in the changes. Human Resources advised that with the new hiring system, no points are given for seniority but it is easy to find by the hiring manager in several ways such as by looking at the electronic application and the work history. The next Personnel Board meeting is April 3, 2014.

### **Committee Reports**

- Legislative - Some proposed changes to the FRS. The talk is still about eliminating the pension side for new hires. Charles will send an email with contact links.
- There is no update on the Advocate program.
- The Personnel Rules Committee will meet April 9, 2014.

At the next EAC Representative meeting, the focus will be on the Personnel Rules. EAC Representatives were encouraged to look at the Human Resources website at <http://www.pinellascounty.org/hr/pdf/Personnel-Rules.pdf> and review the rules prior to the next meeting to prepare for discussion.

### **Old Business**

There are still some EAC Delegates forms missing: Group III, missing one; Group IV, two are missing; Group V, one is missing; and Group VII, two are missing. Representatives were encouraged to follow up with their departments.

### **New Business**

Questions: If the manager states a Delegate cannot attend a meeting, what can be done? The rule states you can be granted two hours to attend the meeting and the manager approved this when the Delegate Form was signed. If there are problems, let Charles know. If we have to miss an EAC meeting, can you send someone else? Yes. You can send a Delegate or someone else. If a person has questions about the Advocate Program or wants to become an Advocate, who can he or she follow up with? Contact Lisa Wombles, EAC Advocacy Committee Chair. If a person needs an Advocate, contact Employee Relations. If it is okay, can the EAC Representatives and Human Resources have a luncheon? Jim Valliere will check.

**Adjourned**

It was motioned by Maria Keller to adjourn the meeting and it was seconded by all. The meeting was adjourned at 4:30 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