



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

Extension Services, 12520 Ulmerton Road, Largo, FL

Thursday, May 22, 2014, 8:00 a.m. – 10:00 a.m.

Call to Order

The EAC Delegate meeting was called to order by EAC Vice Chairman Richard Carvale.

Comments from Director of Human Resources – Peggy Rowe

- Still working on Personnel Rules.
- About to roll out new Performance Management System. The goal is for an interactive process with frequent dialogue between an employee and supervisor. We'll be getting training soon. The process will be more user-friendly. We'll get a preview at the next EAC Delegate meeting.

Questions:

- How does the transfer list work? There are no longer job classification registers. You may apply online for any job opening you are interested in or set up a job alert to be notified of openings.
- What happens to employees who are maxed out on salary? Generally they will not be eligible for a raise unless a lump sum is given. They will be eligible for a raise if their salary range goes up due to reclassification. They can look for promotional opportunities.
- Will my job application "time out" while progress so that I lose my work? The job application does not time out. However, some applicants take a long time to respond to the supplemental questions. HR suggests copying or printing out the questions and then returning to the application later after you have formulated your responses to the questions. You can update your application at any time, even if you are not seeking another job, so that you will be ready if something comes open in the future.
- Can my manager see that I've applied for another job with the new hiring process? No - only a hiring manager in "hiring mode" can see job applicants' names.
- Why couldn't my husband complete his health assessment survey? A possible explanation is that it's been less than six months since a survey was completed. Another possibility is that he needs to create his own login and password (a spouse can't use the employee's login and password). For help, contact Benefits at 464-4570.

Committee Reports

- Legislative – No changes were made to the Florida Retirement System (FRS) in the 2014 legislative session.
- Personnel Rules – Still working on changes.
- Advocates – No update; always need more.

Special Guest – Interim County Administrator – Mark Woodard

- Employee picnic on April 30th was a big success with approximately 1,100 employees attending. We are planning next year's picnic.
- Are still committed to HPO? We are a High Performing Organization now.

- 3 keys are:
 - Respect and continuous learning
 - Making decisions in the best interests of the organization
 - Continued commitment to Achieve Global training by in-house staff
- We don't necessarily need to hire consultants to help solve our problems. Who knows better than we do?
- Commitment to promoting from within – we have the talent. We need to focus on training our staff.
- We need to be positive and confident about our future. We have always overcome our challenges.
- Focus on *Let's do things* to make life better for our citizens. It's time for action.
- Mr. Woodard will visit departments and do a monthly work day starting in June to work alongside staff to better understand what they do.
- They are doing budget work sessions with the Board of County Commissioners. Property values are up 5.4% and the budget looks positive.
- There will be an increase for employees this year, but not sure how much. He expects it to be around 3% but that cannot be determined until the budget is approved.
- Tourists pay around 30% of the Penny for Pinellas funding through the tourism bed tax program. The money may be spent for items such as marketing, cultural events, sports facilities, and beach renourishment, but it may not be applied to the general fund, per state law.
- We need to return to the principle of serving the public.
- Question: Will you apply for the permanent County Administrator position in October? Mr. Woodard said that he will.

Open Discussion

Delegates met with their Representatives.

Upcoming Meetings

Personnel Board Meeting is June 5, 2014. The EAC Representatives meeting is June 18, 2014 and the EAC Delegate meeting is July 24, 2014.

July 24, 2014 EAC Delegate meeting Guest Speaker – Deborah Clark – Supervisor of Elections

Adjourned

The meeting was adjourned at 10:00 a.m.