



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

Extension Services, 12520 Ulmerton Road, Largo, FL

Thursday, July 24, 2014, 8:00 a.m. – 10:00 a.m.

Call to Order / Pledge

The EAC Delegate meeting was called to order at 8:10 a.m. by Chairman, Charles Toney.

Guest Introductions

The chairman introduced our special guest speaker, Deborah Clark, Supervisor of Elections.

Comments from EAC Chairman – Charles Toney

Review of the Personnel Rules is continuing. EAC has requested a regular monthly meeting for the review to keep the process moving. All employees are encouraged to go to the Human Resources website and review the Personnel Rules and forward any comments.

(<http://www.pinellascounty.org/hr/pdf/Personnel-Rules.pdf>)

There is an opening on the EAC Representative Council for Clerk South. Maria Keller left for a new position outside of the County. We are looking for a volunteer to fill the Clerk South position.

Personnel Board Meeting August 14, 2014 – grievance appeal scheduled.

The EAC Representatives will have a joint meeting with the Appointing Authorities in October – please forward any topics to be considered for discussion.

The Appointing Authorities have invited all employees to an Employee Appreciation picnic on November 19 from noon to 5:00 p.m. at Coachman Park in Clearwater – more information to come.

Comments from Director of Human Resources – Dave Blasewitz for Peggy Rowe

A 3% across the board salary adjustment is included in the budget proposal; however, the budget needs approval. If you are at the max of the pay grade, you would receive a lump sum. If you are close to the max, you would get the percentage to the max and lump sum for the percentage over. If approved, this will start the pay period of 10-5-14. Payday will be 10-24-14.

Peggy will check with Payroll to see if it's possible to break the lump sum up into pay periods instead of giving employees one lump sum. Also, it is possible to do a payroll change to have this go to deferred comp but remember to change back after this deposit.

Health and Wellness Update – Dave Blasewitz

FMLA – a question was asked - why isn't the FMLA form on the website anymore? All medical certifications are approved by Standard, not the supervisor. The form is on Standard's website at www.standard.com. The employee must call Standard (1-855-290-9479) and they will let the employee know if certification is needed. They will e-mail or fax the form to you.

The Pinellas County Wellness Program won a Platinum Award from the American Heart Association. We were one of only six groups in the Tampa Bay area, and the only government entity, to earn the award.

The Health Center has acquired additional exercise equipment from the Sheriff's Department.

Performance Management System – Laura Berkowitz

The new performance management system will go into effect October 1st. Last year's employee survey review answers rated the current evaluation system as fair to poor. Supervisors will have a series of non-structured conversations at least 4 times per year with the employees they are rating. Everyone who rates an employee will be required to attend training. HR will provide information to all classified employees prior to 10-1-14 and be available to talk and answer questions.

Everyone will have access to Taleo to practice and get comfortable with the new system. There is an employee comment section in the system.

Special Guest – Appointing Authority – Deborah Clark – Supervisor of Elections

Deborah Clark has been with the county about 36 years. She joined the staff in 1978.

She recognized the delegates as the voice of the county and appreciates what we do.

The County has reinstated the policy that employees may volunteer to be a poll worker at an election without using leave time. An e-mail will be sent out to recruit County employees. There is information on the website ([see http://www.votepinellas.com/?id=19](http://www.votepinellas.com/?id=19)). If you are interested in becoming a poll worker, you must first receive approval from your supervisor. Then complete the online application and include as part of the application that you are a County employee, the name of your department, your supervisor's name and contact information, and your work experience and responsibilities. You have to be a registered Pinellas County voter to work at polls in Pinellas, not just a Pinellas County resident.

Florida is a swing state. Voters are pretty evenly divided between the two major political parties, and 30% are registered with no party affiliation. Florida is a closed primary state; only voters registered with a political party may vote in that party's primary. All eligible voters may vote on all nonpartisan races, e.g. school board and judges.

There is a primary election on August 26 and a general election on November 4. Fewer people vote for judicial races because they don't know much about the candidates. For candidate information, go to www.votepinellas.com, the Florida Bar for judicial candidates or the Florida Division of Elections website. You can contact a candidate directly to ask questions; candidate contact information is found on the votepinellas.com website.

Voter identification at the polls - In Florida, voter I.D. is requested, not required. If a voter doesn't have the required I.D., they can vote a provisional ballot. Pinellas County has the largest number of absentee (mail) ballot requests on file; nearly 250,000 (41% of all registered voters). All mail and provisional ballots are canvassed by the Canvassing Board, and all accepted ballots are included in the official results. If a mail or provisional ballot is rejected because it was not eligible by law to be counted, the voter is notified by letter.

For the November General Election, there will be two remote early voting sites in addition to the three election offices. There is a new law – if you go to vote at an election office (instead of your assigned precinct) on Election Day, you will have to sign an affidavit that you were unable to go to your polling place due to an emergency. In the state statutes there is also a list of voters' rights and responsibilities.

The Supervisor of Elections provides voter education programs as early as 1st grade. [Vote in Honor of a Vet Program](#) is for high school seniors. It is a powerful, in-your-face program that lists all of the conflicts we've been involved in. Each student receives a biography of a veteran (living or deceased) and dog tags in honor of their vet that says they will vote in future elections. A question was asked if the program could be opened up to everyone. She will look into it.

What political activity is allowed at polling place? No one is allowed to conduct political activity or solicitation within 100 feet of the polling place entrance, including early voting sites. Exit polls are allowed, but the law is very specific as to that type of activity. The size of the zone has changed over the years.

Deborah Clark's e-mail address is dclark@votepinellas.com.

Committee Reports

- Legislative – Nothing new at this time
- Personnel Rules – Review continuing
- Advocates – More Advocates are still needed

Open Discussion

Can Pinellas County employees be issued passes for entry into County Parks (Fort De Soto, etc.)?

The County Commissioners are looking for a new County Administrator. If you like Mark Woodard and think he is doing a good job, you can e-mail them letting them know.

Upcoming Meetings

Personnel Board Meeting is August 14, 2014. The EAC Representatives meeting is August 20, 2014 and the EAC Delegate meeting is September 25, 2014.

Adjourned

The meeting was adjourned at 9:45 a.m. with time for Representatives to meet with the Delegates.

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