



Employees' Advisory Council



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

APPROVED BY THE EAC

Employees' Advisory Council – Representative Meeting Minutes

County Office Annex, Room 429, Clearwater, FL

Wednesday, June 18, 2:30 p.m. – 4:30 p.m.

Call to Order

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

Approval of Minutes

The minutes were approved for the EAC Representative meeting that was held on April 16, 2014. A motion was made by Lisa Wombles and approved by Elaine Billey.

Comments from Director of Human Resources – Peggy Rowe

David Blasewitz – The joint Appointing Authority meeting is targeted for October of this year. Some employees have been concerned about the incentive reward points being taxed and not being able to select the cash incentive. Employees can log in now and choose the cash incentive option by June 30, 2014. The option can also be back dated. More information is in the [June 2014 Pen](#). This election will stay in effect until the end of this year. For a second time, Pinellas County employees were recognized by United Healthcare based on what the County is doing in the Wellness Program. We were one of four employers recognized nationwide. The EAC Representatives will be invited in July to attend a “recognition luncheon” with the approval of their manager. Pinellas County also won a platinum award from the American Heart Association.

The Commissioners want to hear from the employees including how employees feel about the interim County Administrator. Comments may be sent to Della Klug, Sr. Executive Assistant. EAC Representative, Maria Keller, has accepted a Personal Trainer position in Sports Medicine working with a private corporation. The Employee Advisory Council wished Maria congratulations in her new career. Maria will check to see if someone can take her place as Representative on the EAC Council.

Questions:

- When is the next payout for the incentive? The next payout is the first pay day in August.
- How many more focus groups will be scheduled? We will have at least four more focus groups.
- At the last Appointing Authorities meeting, we were told we will have to take annual leave if one worked during the election. Employees are not willing to volunteer because they have to give up their annual leave. Can we go back to employees being paid administrative leave? David Blasewitz will talk to Peggy Rowe and follow up.
- Can employees get the old application history from the previous recruitment system? Yes. It is possible for Human Resources to get the information. Some records are also in OPUS.
- Why is there no sick time leave? The sick time could only be used when the employee was sick. We currently have annual leave that can be used for any type of time off.
- Employees who are maxed out and receive a one-time cash amount would like to receive the cash separated over different pay periods due to tax purposes. Can this be done? At the end of the year, the taxes are still the same.

Personnel Board

The June Personnel Board Meeting was cancelled because a special meeting was held May 22, 2014. The Personnel Board Meeting for July and August will be the second week instead of the first week. There will be a grievance at the meeting in August.

Committee Reports

- Legislative – FRS – Larry Ahern, Representatives for District 66 will have a meeting Saturday morning, June 21. Let the chairman know if you are interested in attending the meeting.
- Personnel Rules – There is no date scheduled at this time for the Personnel Rules Committee to meet.
- Advocates Program – We have seven advocates and two are not working. There is still a need for more advocates.
- Suggestion Awards – Three suggestions were submitted and two were approved. Four employees received suggestion awards, and one is still pending.

Old Business

The Personnel Rules are still on the agenda for review by the Personnel Rules Committee and Human Resources. The Discipline Rule will probably be sent to the EAC for review soon. As the Personnel Rules are revised, they will be given to the EAC for review, Appointing Authorities, and to the Personnel Board. Personnel Rules approved with sunset dates are also being reviewed during this process, such as: getting some days off for employees who are maxed out based on performance review, changing the percentage rate due to promotion, and raises at the midpoint.

New Business

The EAC is asking for topics of discussions to be addressed at the upcoming Joint EAC / Appointing Authorities meeting that may be applicable to everyone.

HR plans to start training for the Performance Management System changes in August.

Adjourned

Mike Powell motioned that the meeting be adjourned at 4:00 p.m. and it was seconded by Lisa Wombles.

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