



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, December 17, 2014 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

Clare McGrane motioned to approve the Representative minutes for November 12, 2014 and the Delegates minutes for November 20, 2014. The motion was seconded by Lisa Wombles. The minutes were approved.

Welcome

Richard Castle was welcomed as the new EAC Representative for BCC Group V11. Richard replaced John Cloud.

Comments from Director of Human Resources – Peggy Rowe

Peggy Rowe gave an update on the restructuring of Human Resources. The update was done to create a proactive environment – more synergy. There are three divisions:

- Employee Relations, Organizational Development, Training, Performance Management, and people that do a little of everything
- Benefits, Compensation, Volunteer Services, Recruitment are under Human Resources Services
- Executive Recruitment, Special Projects, Workforce Planning are under the umbrella of Research and Special Projects

The FACE of Performance website (www.pinellascounty.org/hr/face) continues to be updated. Human Resources passed out new materials, [Tips for Supervisors](#) and an [Employee Guide](#). The purpose of FACE of Performance is to involve employees and supervisors/managers in ongoing conversations. Employees are encouraged to call BTS at 453-4357 for technical problems. (HR note: See [Login and Password Tips](#) if you are getting locked out of FACE or unable to login.)

The BCC appointed a new Personnel Board member, James Dates, who replaced Daniel Andriso.

Questions:

- In the reorganization, is it business as usual? Yes.
- Is free parking still being considered for County employees? It was recommended that Steve Yeatman write a proposal stating why free parking is needed and forward to the County Administrator.
- What is the status of the online notification process for people who apply for positions but are denied because they did not meet the requirements for the job? Peggy Rowe will follow up.



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- It was discovered by one of the EAC Representatives that an oral surgeon has Sunday hours. Can personal experiences regarding medical services be shared with employees? The experiences can be shared in the Blog or put together as an "Ask Peggy" question.
- What is the progress on Succession Management revision and how will employees find out about the program? A team is working on revising Succession Management. Finalization should be done by April 2015. Employee notification will be determined.
- Will there be satellite Wellness Centers including weekend hours? A couple of centers are already in the process of being opened. Will look at requests for additional centers and where feasible consider opening them.
- Is the \$500 penalty legal? It is legal.
- What is the update on the Medical Clinic? The Medical Clinic is still being worked on including the negotiation process.
- Is the FRS Retirement Plan out of money? The FRS is in very good shape, as reported regularly in their annual reports.

Personnel Board

There were good reviews about Peggy Rowe at the December 4, 2014 Personnel Board meeting. Charles Toney mentioned during that meeting he will no longer be Chairman of the EAC.

Committee Report

- Legislative / FRS Issues - The chairman spoke at a Legislative Delegation meeting about some of the FRS changes in the past years. A wish list was given to the Legislative Delegation. Some legislators still wants to promote the investment option only. Overall, it was a good meeting. The next meeting is in January 2015. The Chairman is still working on revising the letter to be sent to the Legislative Delegation. The Legislative Delegation members are listed on the website at <http://www.pinellascounty.org/delegation>.
- Personnel Rules Review – No update at this time.
- Advocates Program – We received interest from several employees about the Advocates Program. Lisa Wombles will make contact with each employee.
- Suggestion Awards – The suggestion awards meetings are every six months.
- EAC Representative Election Process/Results – The following employees were elected as EAC Representatives for the next two years: Steve Yeatman, BCC Group III; Charles Toney, BCC Group IV; Hazel Lane, BCC Group V; Richard Castle, BCC Group VII; Peg Poole, Clerk South; Mercedes Pearson, Other Appointing Authorities; and Richard Carvale, Tax Collector. Charles Toney and Lisa Wombles were unopposed. Lisa Wombles, BCC Group VI, will be required to run again next year as stated in the EAC Bylaws.

Old Business

The Delegates had no interest in changing the September Delegate Meeting date. The meeting date will stay the same as scheduled.



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New Business

- ❖ The Selection of Officers (Chair, Vice Chair, and Secretary) for 2015 are as follows:
 - ✓ Lisa Wombles was nominated by Clare McGrane for Chairperson and seconded by Richard Carvale. Richard Carvale was also nominated by Dawn Grasso for the Chairperson position but he declined. Lisa Wombles is the new Chairperson.
 - ✓ Richard Carvale was nominated for the Vice Chairperson position by Mike Powell and seconded by Steve Yeatman. There were no other nominations. Richard Carvale will be the Vice Chairperson for a second term.
 - ✓ Clare McGrane was nominated as Secretary by Hazel Lane and seconded by Richard Carvale and Jennifer Gundel. Dawn Grasso was also nominated but she declined. Clare McGrane is the new Secretary. Other Representatives will back up Clare McGrane as needed.
- ❖ Selection of the At Large Representative – Joshua Chance was nominated as the At Large Representative by Dawn Grasso and seconded by Hazel Lane. There were no other nominations. Joshua Chance will be the At Large Representative. The Chairman will send a letter to Joshua Chance. The Chairman proposed to change the At Large Representative position to an annual position. The EAC will consider at the next EAC Council meeting.
- ❖ The following guests have signed up to speak at the 2015 EAC Delegate meetings: Pam Dubov, January 22; Ken Burke, March 26; Martin Rose, May 28; Rod Fisher, July 23; and Mark Woodard, September 24. Other potential guest speakers will be invited to include a representative from the Pinellas County Legislative Delegation and the FRS.

Upcoming Meetings

The Personnel Board Meeting is January 8, 2015. The EAC Representative Meeting is January 21, 2015 and the EAC Delegate Meeting is January 22, 2015.

Adjourned

Mike Powell made a motion that the meeting be adjourned; it was seconded by Lisa Wombles.

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	Peggy Poole