



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 17, 2015, 2:30 p.m.– 4:30 p.m.

Call to Order

The EAC Representative meeting was called to order at 2:30 p.m. by Chair, Lisa Wombles.

Approval of Minutes

Charles Toney motioned to approve the EAC Representative Minutes for May 20, 2015. The motion was seconded by Peg Poole. The minutes were approved.

Charles Toney motioned to approve the EAC Delegate Minutes for May 28, 2015. The motion was seconded by Mike Powell. The minutes were approved.

Comments from Director of Human Resources – Peggy Rowe

Training for employees

1. LEAD replaces the Succession Management program and is a two year program. The first cohort will be for employees with at least two years of supervisory experience. In 2016 it will open to a broader audience, for those without supervisory experience. Class size is up to 32 people. [see www.pinellascounty.org/hr/lead]
2. Steer Your Career Conference will be held on July 30 at the EpiCenter. Class size up to 100. [see <http://www.pinellascounty.org/hr/training/pdf/Steer-Your-Career.pdf>]
3. Third round of FACE training for supervisors in setting goals and expectations. The training may be customized for particular standards of a department.

Update on the Personnel Rules review: Wage administration is the last section to complete. The draft should be ready for the Council to review by August.

Discussion of termination appeal in regard to receiving back pay if reinstated. Also discussed the amount of back pay that would be allowed.

What about paying for copies/research when acting as advocate? This will be outlined in an EAC proposal to waive, up to a certain amount, the fee charged to the employee/advocate in the course of doing county business.

What benefits are available for part-time employees?

Holidays are pro-rated per the number of hours worked per week. Healthcare insurance is available, but at full price. FRS also has a way to pro-rate. Short-term and long-term disability benefits are available. With a minimum of 30 hours per week, the employee is eligible for full benefits.

DRESS CODE

Each Appointing Authority and their management have the discretion to set their own dress codes.

SUGGESTION AWARDS [see www.pinellascounty.org/hr/suggestion]

There was a discussion on how to define what is going above and beyond in order to be compensated. The form does not provide for any input from supervisor. It was suggested there should be a spot on the form for their input.

Is the suggestion within the line of duty?



Any monetary compensation for the Suggestion Awards comes out of the department's budget where the employee works that submitted the money-saving suggestion.

HIRING PRACTICES

It was brought up at the meeting on hiring practices throughout the county. Example: A manager hires someone with a particular level of skills, but at the bottom of the pay scale. Another manager hires someone with same skill levels, but brings the employee in at a much higher rate. Most of the time this involves different managers within the same section/division. The concern on this issue is low morale and fairness.

In any case the current Pinellas County Personnel Rules allow for this type of latitude.

Carole Sanzeri, County Attorney's Office, on SUNSHINE LAW

Chapter 286.011 of the Florida Statutes provides all the rules for what is Sunshine and what isn't. It's not always easy.

Our EAC meetings are subject to the Sunshine Law:

- Our meetings are open to the public and must be noticed in advance.
- Conversations on official items and actions items may only be discussed at an open meeting that the public has an opportunity to attend. Conversations includes: face-to-face, phone, email, texting, Facebook, Tweets, etc.
- A gathering is two or more people on the Council, Board, or whatever body is meeting that is subject to Sunshine.
- Knowingly violating the statute may cause the person to be brought up on 2nd Degree misdemeanor felony charges, a fine, and up to 60 days in jail
- The Governor may remove a member of the Council, Board, whatever body, for a violation of the Sunshine Law.
- All EAC Representative meetings are subject to the Sunshine Law, regardless of whether it is a full Reps meeting, work group, subcommittee or fact-finding committee.
- If the Council will be voting on an issue, there is to be NO COMMUNICATION outside the publicly noticed meeting.
- [Note: The County Attorney's Office has determined that the Sunshine Law applies to meetings involving two or more EAC Representatives, but not to EAC Delegates.]

DISCUSSION - CERTIFICATION PAY

Lisa Wombles and Charles Toney met with County Administrator Mark Woodard. The topic included employees that were not paid correctly for being certified and the employees that moved to different positions within the county. Also discussed consideration of allowing County employees free access to the County parks.

PAYROLL

Is it possible to go back and check line items on previous payroll periods? How many years in the past can you go?

CHARTER REVIEW

Charles Toney has made his application to be a member of the Commission. The BCC Meeting on June 23rd will be appointing the Commission members. One of the important things about the Charter Review, which only meets every eight years, is that they have direct ballot access to add items to vote on in the following General Elections. At the last Charter Review Commission, two



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commissioners were added to the County's Board of County Commissioners. The Charter Review will be holding evening meetings that should be open to the public.

New Business

July 28 – Meeting with Appointing Authorities about the Cadillac Tax, a.k.a. excise tax.

Meeting attendance and chronic absenteeism was discussed, and the Bylaws that refer to the subject.

Adjourned

Rich Castle made a motion that the meeting be adjourned at 4:25 pm, and it was seconded by Charles Toney.

*Charles Toney	*Randy Rose	*Clare McGrane	*Jenifer Gundel	Chuck Mangio
*Richard Carvale	*Lisa Wombles	*Steve Yeatman	*Rich Castle	Mercedes Pearson
Hazel Lane	* Mike Powell	Josh Chance	Dawn Grasso	*Peg Poole

*EAC Representatives in attendance at this meeting.

Donna Beim sat in for Hazel Lane