



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, November 18, 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.

Introductions

Tim Closterman, formally of the Communications Department, has joined Human Resources as a Human Resources Business Partner.

Approval of Minutes

Richard Castle motioned to approve the EAC Representative Minutes for October 21, 2015. The motion was seconded by Peg Poole. The minutes were approved as written.

Comments from Dave Blasewitz, Human Resources Division Director

Personnel Rules will be voted on by the Personnel Board at the meeting on December 3, 2015. The new rules, if approved would go into effect on January 1, 2016. The old rules would end on December 31, 2015. There would be a transition period for some rules with regard to discipline or other rules whereby there is a carryover into the New Year due to the processes involved in decision making. One of the positive additions to the rules is for employees that have 25+ years will be getting 2 more floating holidays each year. This was initiated by the EAC.

The selection process for the new HR Director is moving along, using a headhunting consultant. No date has been establish to complete the search. They are anticipating having a new HR Director in place in spring 2016.

Benefit elections for 2016 closed on November 16, 2015. There was no increase in premium cost for employees. Floating Holidays and Personal Day must be used by December 26, 2015. There are 27 pay periods in 2015. There will not be deductions for the core benefits taken from the last pay in December. Some employees will have deductions taken out if all of the flexible spending account money has not been accumulated, per IRS rules. Don't forget to complete your health screening/assessment by December 31, 2015. [For more info, see [Save \\$500 on Your Premium Charges for Health Insurance](#)]

Beverly Waldron has given her letter of resignation to the Personnel Board effective January 8, 2016. The Personnel Board will decide on the next interim director.

The employee survey was distributed on November 9, 2015 by the National Research Center. The Appointing Authority (AA) may break down the survey results as much as they choose. HR suggested to the AA not to break down the categories too much because employees will not complete the survey.

EAC Elections/Candidates

Electronic ballots will be emailed the 3 groups who qualify for voting on November 30, 2015. The voting period is November 30, 2015 to December 14, 2015. The groups are: BCC Group 2 (Real Estate Management), Supervisor of Elections and Clerk-North.



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New Business / Open Discussion

There is an Affirmative Action meeting on December 12, 2015. The Wage Theft Ordinance will be under the direction of the Office of Human Rights.

Adjourned

Richard Castle motioned to adjourn meeting, seconded by Mercedes Pearson.

Charles Toney	*Randy Rose	Clare McGrane	*Joshua Chance	Chuck Mangio
*Richard Carvale	*Lisa Wombles	*Steve Yeatman	*Richard Castle	*Mercedes Pearson
*Hazel Lane	*Mike Powell	*Jennifer Gundel	*Linda Cahill	*Peggy Poole

*EAC Representatives in attendance at this meeting.