



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, December 16, 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 November 18, 2015. The motion was seconded by Steve Yeatman. The minutes were approved.

Richard Castle motioned to approve the EAC Delegate Minutes for November 19, 2015. The motion was seconded by Josh Chance. The minutes were approved.

Guest, Jack Loring, County Administration, introduced Leisha Samuels, a senior at University of Central Florida. She is majoring in Human Resources and is doing an externship with the County during the holidays. This is a new program in which Pinellas County has taken an interest.

Comments from Interim Director of Human Resources – Beverly Waldron

Bev provided a synopsis of recent items:

- The new Personnel Rules have been approved with the Unified Personnel Board (UPB) Policies and will be in effect as of January 1, 2016. An email blast has gone out and a webpage created at www.pinellascounty.org/hr/rules.
- There have been many web hits to the new Rules.
- Rule #7, Employee Grievances, will be revised at the Personnel Board Meeting on January 7, 2016 to add misapplication of Unified Personnel Board policies as a grievable item.
- Payroll #27 for year 2015 will be paid 12/31/15.
- Floating Holidays and Personal Days for 2016 will be loaded to be available as of 12/27/15.
- As of 12/27, the minimum pay in each pay grade will be adjusted upward 2%. Any employee under the new minimum will have their pay adjusted to the new minimum.
- Approximately five hundred employees have provided 25 years of continuous service and will receive an extra two Floating Holidays for payroll year 2016.
- Every 11 years, there is a "Leap Payroll".
- Under the revised Personnel Rules, general raises will be based on the mid-point of each pay classification. Individual performance increases will be based on the employee's actual pay.
- Dave Blasewitz will be the interim HR Director.

Question

Richard Castle received a complaint from a constituent that some of the questions on the United Healthcare health assessment survey are invasive and intrusive. This refers to the questions such as driving after drinking alcohol, or how many times a week the employee is a passenger when the driver has been drinking alcohol.

Answer

Employees may decide to not answer those questions.



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Bev noted that the employee may make the choice to not participate in the assessment, but that is an expensive choice (\$500). This questionnaire is used nationally and the County never receives information relating to any individual's submittal. They only receive the statistics.

Question

There has been a question of whether time served in temporary employment with the County is counted toward service anniversary time.

Answer

It is being looked at. New employees may have that recognized, but it may not go back for employees already in full-time County employment. No final decisions have been made.

Other

- The Health Clinic is in contractual negotiation phase. A location will be announced when the contract is submitted for BCC approval.
- The EAC electronic voting had a turnout of 66%, up 4% from last year's paper voting (62%).

Personnel Board

- Dr. Rick Davis was reappointed to his position on the Board by the other members.
- Joan Vecchioli will remain as the Constitutional's appointee for another year.
- The Board of County Commissioners will be appointing a new person, Louise Dolsay, who has been a Court Adjunct and has a background as a mediator in personnel issues.
- The January 7 UPB meeting will begin at 6:30 even though there is an appeal. This is to accommodate the employee's schedule. The change to Rule 7 will be voted on at this meeting.
- The February meeting will begin at 4:00 pm as there is another appeal scheduled.

Holiday Giving

The Christmas Wish Foundation was chosen by the EAC for multiple reasons. It has a very low overhead, allowing a large percentage of the funds to go where funds are needed. Funds are not so much for gifts as for helping families to pay the electric bill, the rent, and so on. There was discussion to continue the program, with a Christmas in July instead of trying to compete with other individual departments' Christmas drives.

EAC Representative Election Results

Lisa Wright - Property Appraiser
Linda Cahill - Supervisor of Elections
Ashley Skubal - Clerk of Court North

Mario Rughia - BCC Group 1
Doris McHugh - BCC Group 6
Lisa Wombles - BCC Group 8

EAC Representative Officer Elections

Richard Castle nominated Lisa Wombles as Chair.
Lisa accepted. There were no other nominations made.
Vote was unanimous for Lisa.

Charles Toney nominated Richard Carvale as Vice Chair. There were no other nominations made.
Vote was unanimous for Richard.

Richard Castle nominated Ashley Skubal as Secretary.
Ashley declined.



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Charles Toney nominated Peg Poole as Secretary.
Peg accepted. There were no other nominations made.
Vote was unanimous for Peg.

EAC Committee Appointments

- Suggestion Awards: Richard Castle and Josh Chance
 - Awards can have a cash value of 10% of first year savings, up to \$2,500.
 - This program dates back to sometime in the 1960s.
- Legislative: Charles Toney and Richard Carvale
 - Charter Review
 - Legislative Sessions
 - Florida Retirement System (FRS)
- Affirmative Action Committee: Mercedes Pearson and Hazel Lane
 - Attend quarterly meetings
- Advocate Committee: Lisa Wombles and Steve Yeatman

Adjourned

Charles Toney made a motion to adjourn, and it was seconded by Josh Chance.

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

*EAC Representatives in attendance at this meeting.

Also in attendance:

- Larry Markunas sitting in for Randy Rose
- Donna Beim sitting in for Hazel Lane

New Representatives:

- Doris McHugh, BCC Group 6
- Mario Ruggia, BCC Group 1
- Ashley Skubal, Clerk North
- Lisa Wright, Property Appraiser