



Employees' Advisory Council



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

APPROVED BY THE EAC

Employees' Advisory Council – Delegate Meeting Minutes

Extension Services, 12520 Ulmerton Road, Largo, FL

Thursday, May 26, 2016, 8:00 a.m. – 10:00 a.m.

Call to Order

The EAC Delegate meeting was called to order at 8:00 a.m. by Chair, Lisa Wombles.

Comments from Dave Blasewitz, Director of Human Resources (Interim)

The new Human Resources Director will begin on July 18th. Dr. Holly Schoenherr has accepted the position and will be moving to Florida from Minnesota.

The Human Resources department is offering a program called Pinellas County's Innovation Academy: Create and Innovate. The nature of this program is for employees to use their ideas about ways to make improvements at work. This will require approximately 25 hours of time over a 2-month period. More information can be found at: www.pinellascounty.org/hr/innovation. Applications are due by Friday, June 3rd. [Note: The deadline was later extended to Wednesday, June 15th.]

Question from Delegate - Why are we paying outside consulting firms to perform jobs that can be done internally? Answer - Consulting firms assist the HR staff to blend information they have received from agencies across the nation. This is a common business practice so we can get a broader perspective on administration of classification and compensation programs.

Question from Delegate - Why are the raises going to be based on the mid-point of the class pay range? Answer - Dave explained the entire process of the decision which involved many stakeholders.

Question from Delegate - Who decides the starting salary when hiring for open positions?

Answer - The manager for the department usually makes the final decision. The Appointing Authorities can also decide but mainly go by the recommendation of the manager.

Question from Delegate - Is the County looking into better dental plans? The Safeguard plan is dropping many dentists which have been available in previous years. Answer - The Safeguard plan is being reviewed. HR was unaware that dentists were being dropped and will look into it. A suggestion was made to possibly look into tiered plans for people who know they will be needing dental work.

Guest Speakers – Animal Services

Casey Miller and Season Groves gave a presentation on the activities and programs offered by the Pinellas County Animal Services department. Some of the programs offered include: adoption, rescues and fostering of cats and dogs. Animal Services accepts turned in animals or will pick them up. They are not a full service veterinary hospital but they work with outside agencies in an effort to keep rescued animals alive. Employees and their families are encouraged to volunteer to walk dogs, socialize cats, or foster kittens/puppies. The information about all of the programs offered can be found at: www.pinellascounty.org/animalservices or by calling 727-582-2600.

Open Discussion

Lisa Wombles talked about the joint meeting with the EAC Representatives and Appointing Authorities which was held in April. She mentioned that a recommendation was presented to consider adding bonus days off for employees with 20 or 30 years of service (employees with 25 years of

service already get an additional 2 days). The Appointing Authorities were receptive to the EAC members collecting donations for the Christmas Wish Foundation in July. More information will be communicated on both topics.

Adjourned

Lisa Wombles*	Richard Carvale*	Peg Poole*	Linda Cahill*	Rich Castle
Donna Beim*	Hazel Lane*	Doris McHugh	Mercedes Pearson*	Randy Rose*
Mario Ruggia*	Ashley Skubal*	Charles Toney*	Lisa Wright*	Steve Yeatman*

*EAC Representatives in attendance at this meeting.