



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, September 22, 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 McMurray (previously Wombles).

Guest Speaker – Paul Valenti, Director of Human Rights

Paul discussed the many responsibilities of the Office of Human Rights. The main function is to enforce the civil rights laws for the people of Pinellas County. Rectifying discrimination and adverse actions in the workplace are some of the largest areas their work involves. Many times his staff receive inquiries which belong to other departments such as an issue of conflict between employees which is referred to Human Resources Employee Relations. One of his goals is to point people in the right direction by maintaining an open door policy. Many of the guidelines which are enforced in Pinellas County are directed by the federal government.

Paul explained that he reports to the Human Rights Board, which has many of the Appointing Authorities as members, and they all have input on his evaluation, thus there is a great degree of independence for the Office to make determinations free from undue pressure. The EAC Chair is involved with the evaluation. Information and forms may be located on the Human Rights website at www.pinellascounty.org/humanrights.

Comments from Holly Schoenherr, Director of Human Resources

Holly talked about her first 10 weeks of employment with Pinellas County. She is learning so many areas in the County and realizes there are a lot of topics the employees would like her to address. Human Resources is reviewing the software for the Taleo system which includes job applications and FACE. Questions were asked about job postings and the manner in which they are being handled. Also, the employees being reviewed cannot add comments into FACE, except at the official conversation before electronically signing. Since the information is public record, sometimes the comments included in FACE can be detrimental to an employee applying for another position.

Dave Blasewitz and Jim Valliere talked about some of the features of Taleo and possible upgrades to the system which are being addressed by the staff in Human Resources. Supervisors are being trained and educated on how to use the FACE system. Anyone having questions or problems with the functions of those programs should contact Human Resources.

Dave Blasewitz discussed the upcoming benefits elections. Information on annual enrollment can be found on the Human Resources website (visit www.pinellascounty.org/hr/annual-enrollment) and in the [September issue of The Pen](#). The County dental carrier, Cigna, will soon have physician ratings. In reference to questions about health care prices, Dave mentioned that the industry has some measures in place to identify medical effectiveness and costs, such as the Leapfrog initiative which scores hospitals in that regard.

Benefits is hoping to complete the clinic for County employees soon, yet cannot commit to any dates at this time.

Open Discussion

Lisa McMurray explained to the delegates that she will be moving to Public Works from Purchasing due to organizational changes under the BCC. This move will cause Lisa to be in BCC Group III where Steve Yeatman is the representative. The council passed a vote on September 21, 2016 to allow Lisa to finish the year (2016) in her current position.

Donation are being collected for the Christmas Wish Fund. Each representative will work with their delegates on the collections.

EAC elections will begin October 3, 2016 with the distribution of nomination forms and voting begins on November 28, 2016. Anyone wishing to run for an open EAC Representative group must obtain approval from their management before submitting their profile to the election committee for the ballot.

Representatives met with their groups.

Lisa McMurray*	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.