



Employees' Advisory Council – Delegate Meeting Minutes

Extension Services, 12520 Ulmerton Road, Largo, FL

Thursday, November 17, 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 Vice Chair, Richard Carvale.

Comments from Holly Schoenherr, Director of Human Resources

Holly mentioned the last interview for the Workforce Manager position will be completed soon. The new Workforce Manager will be involved with the position audits which will be in conjunction with the consulting agency hired by the county.

Holly opened the floor to anyone to ask questions or share concerns. Some of the topics included were:

1. Utilities: Why are employees who are maxed out of their pay grade being required to go back to school? There is not any compensation for taking additional classes and the employees feel they should not be required. Holly will inquire.
2. Insurance premiums have increased over the years so why hasn't the \$98/month opt-out reimbursement been increased also? Dave Blasewitz said the County sets the allocation for those funds. The County is providing a good faith payment for employees who decline the insurance benefits offered by the County.
3. Parks: Shared concerns about the overtime pay for holidays. Jim Valliere will address this concern with the department.
4. Can additional comp time be considered when employees cannot take time off due to staffing needs? Classified employees are required to take overtime pay after they reach the 80 hour threshold for comp time. Some departments allow more than 80 hours max of comp time accrual. Holly to discuss with Appointing Authorities.
5. Is it possible to allow more than the max of 160 hours per year of annual leave time to be cashed in for classified employees? Holly will inquire.
6. Will the County ever consider offering sick time? If the EAC puts forward a proposal, Holly will review it.
7. Can you discuss the breakdown by Appointing Authority for the Fair Labor Standards Act? Holly explained the upcoming changes and provided the information.

Holly announced Dave Blasewitz will be retiring in February 2017. Dave spoke about his tenure with Pinellas County. Dave also talked about the biometric screening and Rally health survey which need to be completed by December 31, 2016 [see [Rally Help Guide](#)]. Open Enrollment closes on November 18, 2016.

Two-Minute Tuesday

Tim Closterman announced the Two-Minute Tuesday segment for the upcoming week would include County employees talking about what they are thankful for with the Thanksgiving holiday approaching. Anyone wishing to be in the video should meet with Tim after the Delegate meeting [view the [What Are You Thankful For?](#) video].

EAC/Appointing Authority Meeting 10/14/2016

Richard Carvale outlined the subjects which were discussed at the joint EAC/Appointing Authority meeting in October.

Benefits: Total of approximately \$18,000 per every employee is allotted yearly for health insurance and benefits.

FACE: The system is not being used by all Appointing Authorities.

Bullying/Favoritism: Is an issue in some areas. A committee has been formed to assist with establishing an Anti-Bullying Policy and how this will relate to the Anti-Harassment Policy already in place with Human Rights.

Holiday Giving: Fundraising is currently taking place in each department for the Christmas Wish Fund.

EAC Elections: Jim Valliere discussed the procedure for the elections and how everything will be run through Survey Monkey. Ballots will be distributed on Monday, November 28, 2016.

Representatives met with their groups.

Lisa Arispe	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.