



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, March 16, 2016, 2:30 p.m. – 4:30 p.m.

Call to Order

The EAC Representative meeting was called to order at 2:35 p.m. by Chair, Lisa Wombles.

Introductions

Donna Beim – introduction of the new At-Large Representative

Camille Fedor – sitting in for Secretary, Peg Poole, out on sick leave

Jim Valliere – sitting in for interim Director of Human Resources, Dave Blasewitz

Visiting guests – Tim Closterman (HR) to present results of Employee Survey and Micki Gates (OMB)

Approval of Minutes

Charles Toney motioned to approve the EAC Delegate Minutes for January 28, 2016 with his revisions regarding the Florida Retirement System and to approve the EAC Representative minutes for February 17, 2016 as written. The motion was seconded by Richard Carvale. Both sets of minutes were approved.

Comments from Jim Valliere, Human Resources

- Announced the two new employees in HR – Crystal Lockwood, Health/Wellness Manager and Amy Hertog, United Healthcare Nurse Liaison.
- HR Director Search: The Personnel Board will be conducting the final interviews of the top 3 candidates on Wednesday, March 23rd at 5 pm in the Clerk's Conference Room on the 4th floor. These interviews are open to the public. This has been a long process. Of the original 49 applicants selected, the Personnel Board has whittled down the list to the top 3 candidates. The Board feels the most important issue facing the new Human Resources Director is how to attract good quality people while retaining the current workforce of Pinellas County employees. The Personnel Board will meet on the 1st Thursday in April (the 7th) to select the next Director for our Human Resources Department.
- **Tim Closterman – Presentation on Biennial Employee Survey**
Tim reports that Dave Blasewitz will share the results of the Employee Survey with the Appointing Authorities during individual one-on-one meetings. The survey results have been noted in the current edition of [The Pen](#). Overall, Pinellas County employees are satisfied with their jobs and employer. However, employees believe that a good ratio does not exist between compensation and their "merit" work. FACE has had a positive impact and is readily accepted by many County employees.
- **Questions for Jim Valliere:**
 - Why does it take so long for the Family and Medical Leave Act (FMLA) approval process?
 - Why does it take so long to receive a confirmation e-mail from Benefits?
 - Can forms be made available online for easy access to print the forms needed for completion?
 - Would it be beneficial and cheaper for Pinellas County to handle its own FMLA requests, etc., in house rather than paying an outside company such as Standard?
 - Jim said that if assistance is needed with Standard, please contact Sue Keim in HR.

Old Business

- Rich Castle believes that we need to revamp the rules of the Suggestion Awards Committee, headed up by HR's Tim Closterman. Tim is working with the committee members to review the rules and procedures.
- Lisa Wombles reported that the Employee Advocate Training was on February 26, 2016. There are a total of 8 employee advocates on the rotation list, which determines the frequency of the employee advocate. A note of thanks to Camille Evans for putting together the binders for the new Employee Advocates.

New Business

- Reminder that our next EAC meeting will be on April 20th. The EAC Reps will meet with the Appointing Authorities from 8:30 to 9:30 am and then have its regular monthly meeting from 9:30 am - 11:30 am.
- Question to bring up at the meeting – When will HR tie merit pay into FACE? Pinellas County needs to put money back into the budget for employee performance.
- Lisa encourages Holiday Giving. Let's have Christmas in July by collecting \$1.00 from every Pinellas County employee. We can collect a charitable donation close to \$3,000.00 if each employee can spare \$1.00. Yes, we can make a difference!
- Charles Toney mentioned that front load vacation time will be considered by HR. New employees cannot save up much time as they use up the time during their calendar year for family events/vacations. HR encourages that all employees bank a minimum of 40 hours as a safety net to keep in the bank, in the event of illness or short term disability. Perhaps a program could be established for employees to buy leave and pay it back with payroll deductions.
- Camille Evans reminded all that EAC Delegate forms need to be submitted as soon as possible.
- Ashley Skubal brought up question from fellow employee regarding the Pinellas County Bed Tax. Is the total amount published for public knowledge? Yes, the County's Accounting Department is required to publish the total amount collected from the Bed Tax on the Clerk's website. With the millions made annually through this tax, can this money be used within the various departments of Pinellas County?

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.