



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, September 21, 2016, 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 McMurray (previously Wombles).

Approval of Minutes

Charles Toney motioned to approve the EAC Representative Minutes for August 17, 2016. The motion was seconded by Lisa Wright. The minutes were approved as written.

Comments from Holly Schoenherr, Director of Human Resources

Holly talked about her first ten weeks in her new position. It has been fun and she has talked with many people and acknowledged that she has challenges to work through for the benefit of all Pinellas County employees. She is ready to roll up her sleeves and dig in to develop solutions with the assistance of many resources.

The Federal Department of Labor announced changes to the overtime laws which go into effect December 1, 2016. This change will affect five of the Appointing Authorities. Holly has called for a special meeting with the Appointing Authorities on Friday 9/23/16 to weigh the options available to ensure Pinellas County is in compliance with this new labor law. The personnel involved with this change are in the exempt or classified/excluded (old category "B") status who are paid beneath the new wage threshold of \$47,476 annually. To determine whether a position is exempt or nonexempt, there is a duties test and a salary test. The EAC requested the Dept. of Labor's duties specifications be distributed to the EAC. Holly acknowledged this request. (Please refer to this Department of Labor Fact Sheet for the duties test information: www.dol.gov/whd/overtime/fs17a_overview.pdf.)

Human Resources is working on better communication within the Taleo system when applying for jobs. The current system does not specify the difference between a general application and an application being submitted for a specific job opening. They are working with the vendor on the ability to print applications after submission to view exactly what was submitted electronically.

Dave Blasewitz addressed the upcoming changes to the benefit packages for the year 2017. There will be increases in monthly deductions, co-pay amounts and emergency room visits. Information on the changes for 2017 can be found in the [September issue of The Pen](#) and on the Human Resources web page (visit www.pinellascounty.org/hr/annual-enrollment).

The County uses healthcare consultants to assist with prices of co-pays and premiums as this is a standard business practice. The last few years the increases have been paid by the County rather than by the employees which was not the norm. This year the County isn't in a position to cover the increase.

Old Business

Mercedes Pearson provided Paul Valenti, Director of Human Rights a proposal updating the harassment and bullying policy. Paul will work with Holly Schoenherr on the details before presenting it for approval by the Appointing Authorities.

Maternity leave - Jennifer Gundel's requested to be put on record for her position on maternity leave with regard to married couples who are both employed by Pinellas County. Human Resources has been in contact with her directly on this matter since FMLA is federally governed. Jennifer would like the county to change the policy to permit spouses who both are employed by Pinellas County to take up to 12 weeks of maternity leave each using a combination of FMLA, vacation time and leave without pay. This topic will be included in the agenda at the Appointing Authority meeting in October.

New Business

Lisa McMurray 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 EAC Representative. Donna Beim made a motion to allow Lisa McMurray to finish the year (2016) as EAC Representative for BCC Group 8. The motion was seconded by Hazel Lane. Motion passed unanimously.

EAC elections process will begin on October 3rd with the distribution of nomination forms. Linda Cahill, Ashley Skubal, Rich Castle, and Steve Yeatman volunteered to be on the election committee. Human Resources will send out communications regarding the election process. The voting period will be from November 28 to December 9, 2016.

Suggestions for the Appointing Authority meeting on October 14, 2016 were discussed. Some of the possible topics for the agenda are: merit raises (pay for performance), bullying and harassment, maternity leave, and the turnover of younger employees. Holly mentioned that a compensation study of positions to evaluate pay structures and retain employees will take place in the near future. Linda Cahill questioned if the study would be concluded before the budget year 2018. Holly said the study will take 12 to 18 months to complete. Randy Rose mentioned the SAFE (Stabilization Account For Employees) "pot of money" which the County used to have as a resource be looked at again for a possibility to subsidize the pay for performance.

Adjourned

Richard Carvale made a motion to adjourn at 4:45.

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.