



# Employees' Advisory Council



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

APPROVED BY THE EAC

## Employees' Advisory Council & Appointing Authorities Meeting Minutes

315 Court Street, Clerk's 4<sup>th</sup> Floor Conference Room, Clearwater

Wednesday, April 20, 2016, 8:30 to 9:30 a.m.

**Meeting was called to order:** 8:45 by Lisa Wombles, EAC Chair

**Introductions:** Each member introduced themselves and said who they are affiliated with.

### **Poll Workers Needed:**

Julie Marcus representing Deborah Clark requested that employees be permitted to serve as poll workers for the two elections this fall. The SOE is in need of approximately 2,000 volunteers. The department would pay the employee's salary, and mileage would be paid by the SOE. Due to having two elections this fall, the need for people to begin training is critical. Training varies depending on the position of the volunteer. Overtime would be decided by the AA's. The primary election is 8/30/16 and the general election is 11/8/16.

[ Employees interested in volunteering can complete the [Election Worker Application](#). ]

### **Charter Review Committee Update:**

Ken Burke provided all parties a copy of a *Draft of Ballot and Charter Language for 3 Proposed Charter Amendments* from the Vose Law Firm prior to the meeting for review. The main change to the Charter is the reduction in the percentage of citizens required to bring a petition from 10% of the registered voters to 8%. Also citizens will have 8 months instead of 6 months to initiate new petitions. [ Also see the [Charter Review web page](#). ]

### **Tenure Time Days:**

Lisa Wombles proposed to the AA's additional time off for long-time employees. The additional floating holidays would be as follows: 20 years – 1 day, 25 years – 2 days (already approved in Personnel Rules), and 30 years – 3 days. After 20 years, the vacation hours do not increase, so this expansion in floating holidays would be a perk for those employees who continue to work for so many years. Mark Woodard asked if any other government agencies offer this type of benefit, Dave Blasewitz will research.

### **FACE / Merit Increase:**

Charles Toney asked if additional money is being placed in the budget for FY 16-17 for merit increases. Since the inception of FACE, we have been told that merit increases were being discussed yet nothing has been solidified. After much discussion, Mark Woodard explained that he will propose a 3% raise for all employees in FY17. He said working with the new Human Resources Director on salary equity and a comprehensive pay study is a high priority.

### **Advocate Program:**

Lisa Wombles held a training class for new Employee Advocates. She requested that new advocates be allowed to sit in on active pre-disciplinary hearings as a learning experience, if the employee and manager were amenable. Pam Dubov was concerned that having to

schedule around another party could delay a hearing. Lisa assured her that no delay would occur due to this request.

### **Leave Time Buy:**

Rich Castle discussed the possibility of new employees being able to buy leave time for FMLA or Short Term Disability. New employees do not accrue time quickly and could face unpaid leave in case of an illness, car accident, etc. Dave Blasewitz said The Standard has certain insurance products and different waiting times available for new employees. Dave will review the options and come back with a recommendation.

### **Holiday Giving:**

Lisa Wombles described her experience with the donations she gave on behalf of the Pinellas County employees to the Christmas Wish Foundation via Q-105 radio station. The total donated last year was \$930. She requested to have the donation period in July. The EAC would advertise and request that each employee donate \$1.00. If everyone contributed, \$3,000 could potentially be raised for local families. The Appointing Authorities were receptive to the fundraiser idea.

Ken Burke suggested that a “Special Edition” of *The Pen* be written and be focused on Pinellas County employees’ service to the community. Dave Blasewitz will make arrangements with HR for this “Special Edition”.

### **Employee Survey:**

Ken Burke thought the survey results should be discussed during the meetings between the AA’s and EAC. Overall the survey results are better than the last one taken in 2013. He has met with HR to discuss the results for the Clerk’s responses. Soon he will meet with his managers to discuss the results. Pam Dubov thought the results were in part because of the positive changes in the EAC. Employees believe in the committee and think the EAC looks out for them.

### **Closing Remarks:**

The EAC thanked the AA’s for including the EAC in the recent selection process for the Human Resources Director position.

Mark Woodard shared the results of the 2016 Citizen Values Survey Report for Pinellas County. Overall the results are higher than previous surveys. The expectations and experience gap is closing. The level of trust is reported as 9 out of 10 citizens have a high level of confidence in Pinellas County government. Nationally the level of trust is reported at 7 out of 10 citizens. The County website has the entire report [ [see 2016 Survey Results](#) ].