



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 4th Floor Conference Room Clearwater, FL

Friday, October 14, 2016, 8:30 to 10:00 a.m.

Meeting was called to order: 8:35 by Lisa McMurray, EAC Chair

Introductions:

Lisa McMurray introduced herself and acknowledged her name change and job position change. Each member introduced themselves and said who they represent.

Pay for Performance:

Charles Toney presented information regarding the need for merit recognition in the form of money for employees who perform at a higher performance level than just meeting expectations. The last merit increase was in 2009. The County is experiencing increased revenues partially due to increased property values, the sale of the STAR Center, etc. People are leaving employment with Pinellas County due to lack of compensation that they are finding elsewhere. The high performing employees are looking for more than a 3% cost of labor increase. There are significant costs associated with the process of hiring and training new employees and these costs should be taken into account when looking at compensating and retaining employees. At the joint EAC/AA meeting in April it was explained that no money was being budgeted for employee merit raises because there is not a system in place to provide a merit pay increase to the employees.

Holly Schoenherr agreed that it is important to recognize excellent performance. She disagrees with implementing a base pay increase as a reward for excellent performance as it causes inequities. A comprehensive pay study will be conducted by an outside source with the assistance of Human Resources. This study will take 12 to 18 months to complete.

The EAC has concerns about raises for the next fiscal years and requested to be allowed to provide input on suggestions for raises or pay for performance.

Benefits:

Pinellas County is in the top three counties within the State of Florida with regards to the cost of health benefit package offered to employees. Ken Burke shared a 3-page handout which had been provided by Dave Blasewitz detailing the Pinellas County Employee Health Fund Employer Medical Budget Rates. Every Appointing Authority pays close to \$18,000 per year for each employee's total healthcare benefits and \$2,500 per year per retiree for their benefits. Dave Blasewitz said that total compensation package information will be distributed to employees in early 2017.

FACE:

Not every Appointing Authority is using the FACE performance management system. There is concern that the system is not being utilized correctly by supervisors; therefore, Human Resources will be providing better training. The employees cannot view all of the comments being placed into FACE. Employees only see the final review. It was suggested that the FACE program be changed to allow all employees to add notes. It was suggested that if not all Appointing Authorities are using the FACE program, perhaps Pinellas County should look into another system for evaluation and

communication. Also, if the FACE program is to continue, perhaps have the conversations less frequently.

Anti-Bullying Policy:

An anti-bullying policy was discussed. Holly Schoenherr would like to share a draft with the Appointing Authorities once the EAC and Human Resources staff have an opportunity to review the information. Paul Valenti suggested creating an Anti-Bullying Committee, similar to the Personnel Rules Committee, to work on a policy. The EAC requested to be included in the final decision on the bullying policy and perhaps be part of the evaluation process when bullying and harassment charges are reported.

Holiday Giving:

Lisa McMurray talked about the Christmas Wish Fund and that EAC members are currently collecting donations. The goal is for each Pinellas County employee to donate \$1.00.

Ken Burke requested a special edition of *The Pen* be dedicated to all of the charitable works that each department is doing. Human Resources will follow up on that request and communication will follow to gather information.

Adjourned: Meeting ended at 10:10

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.