



# Employees Advisory Council



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

Approved by the EAC

## Employees' Advisory Council - Representatives Meeting Wednesday, February 15th, 2012, County Annex, Room 429, 2:30 p.m. - 4:30 p.m.

1. Charles Toney called the meeting to order at 2:35 P.M.
2. Introductions
  - A sign-in sheet has been filed and made part of the record.
  - New Representative - Christina Mallon is replacing Teresa Benyo - Clerk South
  - Mercedes Pearson introduced Paul Valenti - New Human Rights Director.
3. Approval of Minutes
  - Minutes for the January 18<sup>th</sup>, 2012 meeting were approved. Motion made by Ira and seconded by Clare.
4. Review of Sunshine Law -
  - Senior Assistant County Attorney, Carole Sanzeri presented an informal review of the Government in the Sunshine law and how it applied to the EAC meetings.
5. Camille Evans, Communications
  - Employee Appreciation Week - May 6<sup>th</sup> through May 12<sup>th</sup>, 2012.
  - Discussed items used in past years - Employee Appreciation Proclamation will be presented at BCC meeting - (receiving employee will be chosen using a random computerized system)
  - Creating a list of idea's or suggestions that Directors/Departments can use during the weeklong appreciation.
  - Employees will be selected at random to receive gift cards and time off certificates.

### Peggy Rowe, Human Resources Director:

- New Incentive information will be sent out on 2/16/2012 - Dave Blazewitz
  - Laura Berkowitz will be conducting focus groups regarding performance evaluations.
  - What should they be and what purpose should they serve?
  - Feedback from both employees and supervisors about how often - monthly, quarterly, yearly?
- Setting up a group to look at the leave exchange program.
- 109 applications were submitted for the Supervisory Succession Management
- The Service Level Stabilization Fund was set up to assist with the projected budget deficits. No layoffs are foreseen. It is important to continue to look for efficiencies.
- The budget presentation meeting is on the Pinellas County website. Please take a moment to listen to the discussion.
- Charles Toney stated that with the County receiving 3% yearly (because the employees are making the contribution to their retirement accounts); the employees would like to see 2% coming back, preferably in a COLA. Ms. Rowe suggested asking Mr. LaSala any budget questions at the upcoming Appointing Authority meeting.

- Human Resources will begin to review the personnel rules as a long term project. Focus groups will be assembled.
- March Delegate meeting will include a presentation from Human Resources.

#### 5. Personnel Board:

- Meeting February 2, 2012. EAC Appointee Keith Deckle participated in his first meeting. Personnel Board Officers were elected. Dan Andriso was elected as Chairman and EAC Appointee George Tragos was elected as Personnel Board Vice-Chair.
- Next scheduled meeting: March 1, 2012. No major items at this time.

#### 6. Committee Reports:

- Legislative - Update on FRS issues - Charles Toney - No additional information at this time.
- Advocates - Lisa Wombles - currently 7 advocates.

#### 7. Old Business:

- Peggy Sellards making a list of the new D.E.I. delegate areas. [HR note: This is a draft list as a starting point for review by the EAC.] Bob Warmuth will be replacing Rhonda Calder as EAC Representative.
- Voted to accept Bob Warmuth, D.E.I. and Christina Mallon, Clerk South as Representatives

#### 8. New Business

##### Appointing Authority Meeting Presenters:

- Health Plan/COLA - Ira Wolf
- Days off compensation for meets/exceeds on evaluation - Charles Toney
- Employee Appreciation - Clare McGrane
- EAC/Advocate Support - Lisa Wombles
- Training - Bob Warmuth
- Morale - Hazel Lane
- FRS issues - Charles Toney
- Habitat for Humanity, County Employees helping others - Pam Traas

Motion to adjourn by Ira Wolf, second by Mike Powell

Meeting Adjourned at 4:30pm

##### Attendees:

Charles Toney, Randy Rose, Todd Crawford, Lisa Wombles, Hazel Lane, Mike Powell, Mercedes Pearson, Ira Wolf, Pam Traas, Christina Mallon, Clare McGrane, Joshua Chance, Bob Warmuth, Paul Valenti, Jean Magee, James Valliere, Peggy Rowe, Camille Evans

NEXT EAC Representative Meeting: March 21, 2012.