



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, June 20th, 2012, County Annex, Room 429, 2:30 p.m. - 4:30 p.m.

1. Charles Toney called meeting to order at 2:30 P.M.

2. Introductions

3. Approval of Minutes: Minutes for the May, 2012 EAC meetings were approved. Motion made by Tori Tipton, 2nd - Randy Rose, move to accept as amended - Ira Wolf.

4. Comments from Peggy Rowe, Human Resources Director: Human Resources has held the second meeting to review and update the personnel rules. Main committee: Steve Soltau, Rose DiGennaro, Tonya Rainwater, Connie Chancey, Carole Sanzeri, Dawn Lindgren, Bonnie Desmond, Hazel Lane, Erin Moore, David Bateman, Carolyn Mann, Dennis Simpson, Jana Hooper, Rakesh Patel, Jim Valliere, Diane Elliott. A sub-committee has been formed to review the disciplinary rules and bringing recommendations to the main committee. Chair: Bonnie Desmond, Steve Soltau, Hazel Lane, Dennis Simpson, Jim Valliere, Diane Elliott; members.

The committee is reviewing the rules to make sure:

The rules align with the personnel act; to update rules; combine rules to eliminate repetition. EAC and the appointing authorities will review the rule changes before they are brought before the Personnel Board.

Please review the rules on the county website and send any input, questions or concerns to your EAC delegates.

Question from Lisa Wombles - Why was a representative from the employee advocate committee omitted from the rule review? Advocates deal with rules frequently. How many on the committee are not supervisors?

Ms Rowe stated that members were chosen from a broad spectrum and are strategic in their thinking. It was felt that it is better to have people who don't review rules daily. Due to the sunshine law, we are limited to one EAC Representative at the meetings. Eight members of the team are non supervisory staff.

Ira Wolf suggested putting an article in the Pinellas Pen asking for any ideas—questions.

- Leave exchange—rule abolished last year due to potential tax consequences. Three legal compliance teams have reviewed.

Dave Blasewitz, Benefits Manager facilitated a discussion about the changes to the Annual Leave exchange program. Members of the EAC provided valuable input and suggestions. The

details of the program are in their final stages and additional information will be provided in late summer.

Question: How many employees exchange leave annually? Approximately 35% or 1/3 or 1000 employees.

Ira Wolf praised Human Resources on a letter that went out to employees regarding health care assessment. 70% of employees have already completed one of two items.

5. Personnel Board:

Andrea Dagget is the newest Personnel Board member, appointed by the BCC and replacing Lounell Britt. Clare McGrane, Hazel Lane, and Charles Toney attended the June PB meeting.

Note - Date change on next personnel board meeting 7-12-12; there will be an appeal of termination.

6. Legislative Committee - Contact your local legislators and see how they voted.

County will send mailing to FRS investment plan members (approximately 312 employees) to advise the state has reduced their contribution to the plan by 3%. 6.3% going in after reduction. Employees can switch from investment to pension plan, but - can only do this once. Contact the FRS financial guidance line if you need information.

7. Old Business

DEI delegate areas - working to keep representative areas geographical, by departments, and to keep the number of folks represented from being lopsided.

EAC Rep locations up for election this year: BCC Groups: III, IV, V, VII, Clerk South, At large, Other Appointing Authorities, and Tax Collector

8. New Business

November EAC Rep Meeting date change from 11-21-12 to 11-14-12 (Thanksgiving)

Question - Are there Term limits for EAC offices? No.

Question - Where in the process are the cyclical reviews in DEI? Cyclical reviews have been put off for now, speak with new boss to see how he is handling.



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Josh Chance recommends one or two days off with pay for employees that meet or exceed on their annual reviews when no money is available for normal raises. Hazel Lane an employee in her group suggested an additional day off is granted due to lack of raises.

Christina Mallon question: is there a way to save the info when you are filling out the additional questions on a job application? Human Resources will look into this.

Question - Is there a smoking policy? No - individual departments set policies. Check with your department. All departments should have policies that employees can easily access. Safety Action Team discussed smoking policy.

Question - Is the County working on any health insurance for domestic partners? Peggy Rowe stated they are working on offering Insurance for domestic partners; however this item would go to the BCC for approval prior to implementation.

Meeting Adjourned at 4:30pm - Mike Powell - Motion, Lisa Wombles - 2nd

EAC Representatives in attendance:

Charles Toney, Randy Rose, Lisa Wombles, Hazel Lane, Mike Powell, Ira Wolf, Pam Traas, Christina Mallon, Tori Tipton, Bob Warmuth, Tim Clark, Clare McGrane, Sam Rastom, Joshua Chance

Others in attendance:

Dave Blasewitz, Peggy Sellards, Jim Valliere, Peggy Rowe, Cheryl Powers, Jean Magee

NEXT EAC Representative Meeting: July 18th, 2012.