



Employees Advisory Council



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

Approved by the EAC

Employees Advisory Council (EAC) Representatives Meeting
2:30 P.M., County Office Annex, Room 429, Clearwater, Florida
December 21, 2011

Call to Order

- Charles Toney called the meeting to order at 2:35 pm.

Approval of Minutes

- Minutes for the November 16th, 2011 meeting were approved. Motion made by Lisa Wombles and Seconded by Todd Crawford.

Introductions

- A sign-in sheet has been filed and made part of the record
- Pam Traas was in attendance, she is taking over Bonnie Desmond's position as an EAC Representative.

Comments from Peggy Rowe:

- Those who still have hours in their extended illness leave bank, will be able to use those hours just as annual leave (hour for hour). This will go for approval before the Personnel Board in January or February 2012.
- The Tax Collector is now using Standard Insurance to monitor FMLA internally.
- On the BCC Agenda is an item regarding bonuses. This requires specific definitions; what a bonus is, and how and when it can be used. Discussion ensued; Peggy will send email to the EAC Representatives with more information.

Committee Reports

- Charles gave an update on the FRS issues. He is hearing the governor is backing off from FRS changes in 2012. Changes in the House and Senate should be interesting. No decision has been made yet on the lawsuit by the Florida Education Association over the mandatory 3% FRS contribution and health insurance subsidy calculation.

Old Business

- The Personnel Board approved at the November 2011 meeting the new wording on funeral leave. Personnel Rule XVI will now read: *If deemed in the best interests of the Classified Service, such employee may be granted, at the discretion of the Appointing Authority, additional time for funeral leave, chargeable, however, to annual leave or extended illness leave. If approved, additional time shall be considered scheduled leave.*

New Business

- Pam Traas who will replace Bonnie Desmond on the EAC Advisory Committee was in attendance. Pam has 11 years of service with Pinellas County Government. She has served as an EAC Delegate. Tim Clark made a motion to accept Pam Traas as the EAC Representative for BCC Group VII. Todd Crawford seconded the motion. None opposed.
- Rhonda Calder's replacement was discussed; the interested person has not been in contact with Charles. The possible replacements for Teresa Benyo are Christina Mallon and Sheryl Mayr.
- Discussion ensued on why it is hard for participation in the EAC. Morale? Time? Feel the EAC is not accomplishing enough?
- Habitat for Humanity is still looking for volunteers for their day of caring. This event will take place on MLK Day. (January 16, 2012)

Guest Speakers at EAC Delegate Meetings:

- Paul Valenti, the new Human Rights Director has been invited to the January 2012 Delegate Meeting.

EAC 2012 Officer Nominations and Elections:

Nominations were received from the Council for Charles Toney as Chairman and Lisa Wombles as Vice Chairman. Pam Traas accepted position of EAC Secretary. All voted in with none opposed.

The meeting adjourned at 4:35 pm

NEXT EAC REPRESENTATIVES MEETING:

January 18, 2012 @2:30pm,

NEXT EAC DELEGATE MEETING:

January 26, 2012 @8am Heritage Village



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Minutes from the Employees' Advisory Council - Representatives Meeting

Wednesday, November 16, 2011, County Annex, Room 429, 2:30 p.m. - 4:30 p.m.

Approved by the EAC

1. Call to Order - 2:30 P.M.
2. Introductions
3. Approval of Minutes: Motion to approve - Ira Wolf, 2nd - Josh Chance; minutes approved
4. Comments from Peggy Rowe, Human Resources Director:
Details of the changes to the annual leave exchange were discussed. Changes are due to the County's recent awareness that our leave exchange rule as previously written could produce negative tax consequences for employees. Details will be sent out in a special "Ask Peggy" news letter.
[HR note: See <http://www.co.pinellas.fl.us/persnl/publications/askpeggy/ASK%20PEGGY%20NOVEMBER.PDF>]
5. Personnel Board:
 - 11-03-11 - announced EAC Appointee change - Keith Dekle replacing Joseph Smith; Personnel Rule XVI Leave of Absence - changes approved
 - 12-01-11 - Termination appeal - Clerks Office employee, Presentation & Plaque for Joseph Smith for 12 years of service as EAC Personnel Board Appointee.
6. Committee Reports:
 - Legislative - Update on FRS issues - Charles Toney
Attended recent Legislative Delegation meetings - currently no further reduction in FRS benefits or increases in employee member contributions. No additional information on the Florida Education Association suit to challenge the employee contribution.
 - Advocates - Lisa Wombles
Still need additional Advocates. Recent termination appeal for Solid Waste employee was represented very well by the Advocate - concerns about witnesses allegedly making changes in their statements have been expressed.
7. Old Business:
 - Personnel Rule XVI Leave of Absence - changes approved to wording for funeral leave.
[HR note: See <http://ups.co.pinellas.fl.us/actrule/rules/rule16.htm>]

8. New Business:

- EAC Representative replacements for: Rhonda Calder, Teresa Benyo, & Bonnie Desmond; Todd Crawford will remain as Rep for the Tax Collector
 - EAC Delegate Meeting location - the room at the Extension Office is not available for all of the 2012 scheduled meeting dates. Options: Heritage Village, GMD-South, Highway
 - Community Project - Habitat for Humanity - Pinellas County Employees: The next Habitat project will be on January 16th in St. Pete and will need about 100 volunteers.
 - Guest Speakers for the EAC Delegate meetings: HR Personnel Board presentation summaries, County Administrator - Bob LaSala, Human Rights Director - Paul Valenti
- Upcoming Meetings: EAC Delegate Meeting 11-17-11, Personnel Board Meeting 12-01-11, EAC Rep Meeting 12-21-11
- Meeting Adjourned.

Charles Toney	Randy Rose	Todd Crawford	Rhonda Calder	Josh Chance
Lisa Wombles	Tim Clark	Bonnie Desmond	Hazel Lane	Clare McGrane
Teresa Benyo	Mike Powell	Mercedes Pearson	Sam Rastom	Ira Wolf