



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 Minutes County Office Annex, Room 429, Clearwater, Florida April 17, 2013

1. Call to order

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

2. Approval of minutes

- The minutes of the March 20, 2013 EAC Representatives meeting were approved unanimously with a motion from Steve Yeatman and a second by Clare McGrane

3. Comments from Peggy Rowe - Human Resources Director

- Peggy Rowe thanked all the employees who stepped forward for employee Jerry Nugent whose daughter was injured in a tragic lawn mower accident.
- We can invite speakers to our EAC meetings as long as they do not solicit the Council or other employees.
- Steve Yeatman asked about employees having their own personal guns and permit on premises. Peggy Rowe stated it cannot be taken out of your private vehicle and brought into the workplace.
- Peggy mentioned that she has regular listening sessions covering such things as ideas that make life in the workplace better at various locations and departments in the county. It is totally confidential with no thoughts of facing retribution because management is unaware of what is being said at these listening sessions. All departments under Clerk, Administration, BTS would like to have them done. The listening sessions can be requested, but most are scheduled and employees are randomly chosen to participate. This is only open to classified employees, Exempt positions are not included in these sessions.
Jean Magee with Employee Relations is retiring and Jim Valliere has been chosen to replace her. The EAC expresses our best wishes to Jean and congratulations to Jim.

4. Personnel Board (PB) Updates –

- There was a termination appeal at the April PB meeting, however the employee failed to show and the decision was made to move forward with the hearing due to the personnel that was present for the appeal. After statements from witnesses and questions from the Board members it was decided to uphold the termination. The employee may request another hearing depending on reason for absence due to possible emergency or new evidence. Another appeal is scheduled for the May PB meeting.



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5. Committee Reports-

- Hazel Lane gave an update on the Personnel Rules Committee - Funeral leave is an area under discussion. EAC members have expressed a desire for expanding the leave to cover funerals of additional family members and 5 days of leave for travel to out-of-state funerals.
- Steve Yeatman was welcomed as our newest employee advocate to the program.

6. Old Business-

- The Human Resources website has been updated and being tweaked for better efficiency and more user friendly. It should be going live soon.

7. New Business-

- Josh Chance from Supervisor of Elections mentioned that he would like to see some career enhancement definitions and expansions for the employees.
- A discussion was held amongst the council members concerning topics of discussion that we would like to see discussed at our upcoming Appointing Authorities meeting which is scheduled on June 6th, 2013.
- The incentives about tracking your exercise for 8 weeks has had a huge turn out with many employees participating in the program. Kudos to employees who take part in an active life style.

8. Adjournment-

The meeting ended at 4:30 with 11 council members present and 3 absent.



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Employees' Advisory Council - Representatives Meeting
Wednesday, May 15th, 2013, County Annex, Room 429, 2:30 p.m. - 4:30 p.m.

1. CALL TO ORDER WAS MADE AND THE MEETING STARTED AT 2:30PM.
2. MEETING MINUTES – MINUTES FROM THE APRIL 2013 REPRESENTATIVE'S MEETING WERE NOT COMPLETE AND WILL BE APPROVED AT THE NEXT MEETING.
3. COMMENTS FROM PEGGY ROWE – HUMAN RESOURCES DIRECTOR

ASSISTANT COUNTY ADMINISTRATOR MARK WOODARD WAS ABLE TO ATTEND TO ANSWER VARIOUS QUESTIONS THAT WERE BROUGHT UP CONCERNING OUR PROJECTED OCTOBER 2013 PAY ADJUSTMENT OF 2.8%. THE DISCUSSION LASTED FOR OVER AN HOUR AND COVERED MANY VARIOUS TOPICS OF HOW THEY ACTUALLY CAME TO THAT DECISION AND PERCENTAGE RATE.

4. PERSONNEL BOARD UPDATE- THERE WERE NO APPEALS AND GENERAL HOUSEKEEPING UPDATES.
5. COMMITTEE REPORTS

THE PERSONNEL RULES REVIEW COMMITTEE IS STILL IN DISCUSSION AND BEING REVIEWED. SOME RULES THAT HAVE BEEN IN EXISTENCE FOR YEARS ARE BEING COLLAPSED WHILE OTHERS ARE BEING MELDED TOGETHER.

ADVOCATE UPDATE- LISA WOMBLES (VICE CHAIR) MET WITH VARIOUS INDIVIDUALS FROM STETSON LAW AND ASKED THEM IF IT WAS POSSIBLE TO HAVE LAW STUDENTS ENROLLED THERE TO BE ADVOCATES FOR OUR EMPLOYEES. SHE WAS TOLD THAT DUE TO RULES OF PROCEDURE, LAW STUDENTS MUST BE OVERSEEN BY A PROFESSIONAL LAWYER SINCE HE OR SHE WILL BE THE RESPONSIBLE PARTY. IN ADDITION, APPARENTLY OUR CURRENT ADVOCATES ARE FINDING IT DIFFICULT TO BREAK AWAY FROM THE WORK ENVIRONMENT TO ADVOCATE FOR EMPLOYEES DUE TO SOME MANAGEMENT NOT BEING SUPPORTIVE IN ALLOWING THEM TIME TO DEDICATE TO THIS MATTER.

6. OLD BUSINESS – NONE DISCUSSED



7. NEW BUSINESS

LISA WOMBLES, VICE CHAIR, MADE AN ANNOUNCEMENT THAT SHE WILL NOT RUN FOR ANOTHER TERM AS EAC REPRESENTATIVE THIS YEAR. SHE WILL POSSIBLY COME BACK TO THE EAC AS A REPRESENTATIVE IN THE FUTURE. LISA WILL CONTINUE TO CHAIR THE EMPLOYEE ADVOCATE COMMITTEE.

STEVE YEATMAN VOLUNTEERED TO GO OUT TO OUR LOCAL AREA STATE REPRESENTATIVES TO GIVE THEM OUR EMPLOYEE INPUT.

EAC / APPOINTING AUTHORITY MEETING – JUNE 6, 2013 8:00 A.M.

TIM CLARK CARRIED A DISCUSSION CONCERNING CAREER LADDERS AND EMPLOYEES BEING BETTER INFORMED AS TO HOW TO PROGRESS UP THE CAREER LADDER. HE WILL BE BRINGING THIS TOPIC UP FOR DISCUSSION AT OUR APPOINTING AUTHORITIES MEETING ON June 6, 2013. HE WOULD LIKE TO SEE MANAGEMENT WORKING CLOSELY WITH INDIVIDUALS INTERESTED IN UPWARD MOBILITY. IN ADDITION, HE WOULD LIKE TO SEE MANAGEMENT ACTUALLY BEING SUPPORTIVE IN MAKING ADJUSTMENTS TO THE EMPLOYEES SCHEDULES TO ACCOMMODATE FOR CLASSES AND OTHER NECESSARY CRITERIA NEEDED FOR ADVANCEMENT.

THE COUNCIL DISCUSSED THE VARIOUS TOPICS WE WOULD LIKE TO SEE BROUGHT UP DURING THE APPOINTING AUTHORITIES MEETING 6/2013.

THE EAC HAS INVITED TOM IOVINO AS GUEST SPEAKER AT OUR NEXT DELEGATE MEETING TO DISCUSS THE TOPIC OF HURRICANE PREPAREDNESS SINCE WE ARE GOING INTO HURRICANE SEASON.

12 COUNCIL MEMBERS WERE PRESENT.

THE MEETING WAS ADJOURNED AT 4:25PM.