



Employees Advisory Council



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

Approved by the EAC

Employee Advisory Council – Delegate Meeting Minutes -

Thursday, September 26, 2013 - 8:00 a.m. – 10:00 a.m.

In Charles Toney's absence, Lisa Wombles, Vice Chair called the meeting to order at 8:10 a.m.

Introductions:

Meagan Decker has joined the HR department, as the Human Resources Coordinator. Connie Chancey has retired and Peggy Sellards will be taking over that position.

Comments from EAC Vice Chair:

- Lisa Wombles told the delegates that the *Tampa Bay Times* made a typo in our favor- the percentage is 3 and not 2.8. Pinellas County will be closing their offices at noon on Christmas Eve. Reminder to all - EAC Elections is in process. Lisa Wombles stated she is not running for re-election; however she will continue to serve as Chair of the Advocate Committee. Nomination forms will go out next month to the Representative areas that are up for election.
- Peggy Rowe was presented with a plaque from the Personnel Board on completing 15 years of service with Pinellas County. Keith Dekle was reappointed to the Unified Personnel Board by the EAC unanimously at their last meeting. The termination appeal from August was upheld at the September Personnel Board Meeting.

Comments from Peggy Rowe, HR Director/Open Discussion:

- Peggy Rowe explained the new program for service awards. There is a link that will be provided to those employees with a password. Those employees will have a certain number of points and then they will be able to choose from many different options given.
- Healthcare and Leave Exchange open enrollment will begin sometime in October. The increase is approximately 5% to employees and 10% to the County. The diabetes program was launched a couple of months ago and has been successful. Pre screenings for diabetes was completed by 314 employees.
- There will be no effect on county employees as far as The Affordable Healthcare Act is concerned at this time.
- Peggy encouraged those interested to run for EAC Representative and stated the EAC is important for Pinellas County employees.
- Salary adjustment based on increased cost of labor is being considered for the future.
- Career Ladders are being looked at to implement where ever possible.

- PAQs (Position Audit Questionnaire) are audited by the Pay and Classification Department of HR. PAQs are not on a schedule. Group audits are around every 3-5 years. PAQs can be requested though at anytime and have to be validated by management. Peggy explained the goal of the PAQs is to ensure the positions are properly classified and do not always involve an upgrade.
- When the separate leave bank of sick time was combined to all leave the accrual was increased to compensate for both. The extra floating holiday requested and received through the EAC is in place to make up for those that work 10 hour shifts.

BREAK- Representatives met with Delegates.

- Lisa Wombles reminded all on the EAC elections and encouraged participation. She also encouraged those that are interested to become an Employee Advocate.
- She closed by telling those in the audience; that although they might not agree with the outcome of a PAQ Audit, not to be discouraged. In life everything is a lesson and to make a negative into a positive by the experience of learning more.

Mike Powell, EAC Property Appraiser Representative made a motion to adjourn, Lisa Wombles seconded the motion. Meeting adjourned at 9:55 am.

**The next Employee Advisory Council Delegate Meeting will be on November 21, 2013, 8am
@ Pinellas County Extension 12520 Ulmerton Road, Largo FL**



Approved by the EAC

Employees' Advisory Council - Representatives Meeting Minutes Wednesday, October 16, 2013, County Annex, Room 429, 2:30 p.m. - 4:30p.m.

1. Call to Order - 2:35 p.m.

Guest Introductions - Keith Dekle EAC Appointee to the Personnel Board

2. Approval of Minutes - Elaine Billey motioned with a second from Lisa Wombles
3. Comments from Peggy Rowe, Human Resources Director-Dave Blasewitz standing in for Peggy Rowe until she arrived made the following comments: Webinars will be available for health topics, issues and questions. The 5% increase in Health Coverage will result in full family coverage going up around \$7.00 per pay period while single coverage will only see a slight increase. The benefits enrollment starts on Monday October 21 and runs for three weeks giving employees time to make the necessary changes to their health coverage plans and Annual Leave Exchange. The changes will be effective Jan 2014. All health screenings need to be completed by December 31, 2013 to avoid the additional \$500.00 fee in 2014.

Peggy Rowe – Discussion on 3% pay increases showing up as less than 3% (2.99, 2.98, etc.) in Opus. When employees are figuring out the 3 percent increase to their base pay, it is truncated and reflects a breakout of 2.999999 etc. percent. Explanation was offered.

4. Personnel Board – Discussed September Termination Appeal – this involved several allegations for the termination and it is important that each allegation of Personnel rule violations be clearly explained during the hearing at the Personnel Board. It was questioned if violations of laws outside of Personnel Rules should be brought before and discussed at the Personnel Board. Statement by HR was that if violations of other laws are determined to be a violation of the County's Ethics rules than it should be able to be discussed at the Personnel Board Meetings. The termination was upheld by the Board but a reconsideration has been requested.
 - A termination appeal is scheduled for the December Personnel Board Meeting.
 - County Attorney Jim Bennett will have an explanation and discussion on the Personnel Act at the November 7th Personnel Meeting – it is important that all EAC Representatives and other Delegates attend this meeting.



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5. Committee Reports

- Advocates – no-updates at this time.
- Legislative – Legislative Delegation Meeting on 10/31/13 at Seminole SPC campus from 9:00 a.m. to 12:00. Florida State Retirement System - not hearing anything new on this topic.
- Personnel Rules - committee is still working on the new changes. Keith Dekle pointed out the importance of this review of the Personnel Rules and to be aware that if Rules are changed to Policies or Guidelines that it changes the way they can be acted upon by the Personnel Board.
- Other – The General Election for the EAC Elections will begin the week of November 22nd. Nomination forms are currently being distributed by departments. The nomination period is October 11 -25.

6. Old Business

- A union representative may be scheduled to speak at the November EAC Rep meeting for information purposes.

7. New Business

- Appointing Authority meeting will possibly be scheduled with our EAC meeting in December.
- The difference in 2013 Holidays with the Tax Collectors Office was discussed. Difference is due to the three days being determined by the Appointing Authority.
- Dawn Grasso will be replacing Josh Chance as EAC Representative for the Supervisor of Elections.
- Keith Dekle was informed that he has been selected for reappointment to the Personnel Board by unanimous decision at the September EAC Rep Meeting.

Motion to adjourn by Lisa with second by Maria - meeting adjourned at 4:10 p.m.

Charles Toney	Randy Rose	Clare McGrane	Richard Carvale	John Cloud
Lisa Wombles	Tim Clark	Hazel Lane	Steve Yeatman	Dawn Grasso
Maria Keller	Mike Powell	Mercedes Pearson	Elaine Billey	