



Notes

Employees Advisory Council (EAC) Delegates Meeting
November 19, 2009, 8:03 A.M.

Call to Order

- Charles Toney called the meeting to order at 8:03 A.M.

Introductions

- Charles Toney welcomed the Delegates.
- A sign-in sheet has been filed and made a part of the record.

Comments from EAC Rep Charles Toney

- Charles Toney gave a brief overview of the rep meeting with County Administrator Bob LaSala. Mr. LaSala would like to see a different direction with the EAC and would like to see more positive feedback. Mr. Toney said our guest speaker; Representative Hooper would be speaking with us around 9:00.

Comments from Director of Human Resources (HR) Peggy Rowe

- Ms. Rowe went over the duties of the Personnel Board and how the committee make-up is achieved. Two of the seven Personnel Board members are elected by the EAC. She discussed how the board arrives at an outcome
- Ms. Rowe thanked the delegates for all their hard work and assistance in the past year. Ms. Rowe stated that the Pinellas County employees did a great job in reference to this year's insurance selection. The process moved along smoothly.
- Ms. Rowe briefly explained the process for the new performance evaluations. She stated that she hoped everyone would get a chance to attend a training session for the new evaluations. The times and locations can be seen on the Human Resources web site.
 - A few Appointing Authorities have decided to do a training session on their own because of time constraints but Peggy assured us that HR would be available for the training session and or guidance.
 - Peggy stated that they were looking for constructive feedback on the new evaluations. The new evaluation will be taken to the Personnel Board in January but assured us that there is some latitude in this. The new evaluation is scheduled to go in effect April 2010. Peggy again encourages everyone to go on line and review the new evaluation.
- Ms. Rowe offered HR to assist the EAC in our brainstorming sessions between the county and EAC. HR would like to assist in anyway in our collaboration with our County Administrator.

New Performance Appraisal Program

- Human Resources Manager Jean R. Magee provided information regarding the new performance management system soon to be in place:
 - Information, forms, and an informational video are currently posted on the Human Resources Intranet. Training materials are in process; and training began in October.
 - Managers, supervisors, and employees will receive training on the new system.
 - The new system will be used countywide; and is intended to aid in the development of employees so they will have promotional opportunities throughout their careers.
 - It was suggested that EAC Delegates attend a training session

At this time, 9:00 A.M., the meeting was recessed and reconvened at 9:10 A.M.

Charles Toney introduce our guest speaker Representative Hooper.

Comments from Representative Hooper

- Rep Hooper did a brief history of how the House and Senate are made up.
 - 69% of our state budget is allotted to education and health care and these are areas that are untouchable. When it comes to cuts it leaves a very small pool of funds to draw from.
 - Florida Retirement System is the 4th largest pension plan in the country. At one time the FRS was way a head of the game and we carried a windfall of surplus in the FRS. Unfortunately at this time the pension fund is only operating at 98%. So with respect to our wishes of the multiplier being change or 25 yr retirement or even the Drop Program going from a 5 year to a 3 year is very unlikely to happen give the current economic climate.
 - Rep Hooper stated that is VERY HARD to get a Bill introduced and even harder to get that Bill passed. You must have a sponsor in both House and Senate.

Open discussion with Rep Hooper

- When asked what we could do to help in the process he stated that the constituents need to contact their State Representatives and Senators by phone calls, emails, letters or make an appointment to visit.
- When asked if he was aware of the situation with Ken Burke and the Clerk of the Court, he stated yes and he voted correctly. He praised Ken Burke and the Clerks office for getting the

message out there. He wished more counties would do the same. The best way is to continue making our voices known and for the larger counties to have a common message together. Ken got his group together and it made a difference.

- The current budget was 66 billion dollars and next year is looking around 64 billion dollars, the current stimulus monies run out in mid 2010 and there is no money to take up the slack.

- When asked about continued layoffs, he stated that it did not look promising.

Adjournment

- The meeting was adjourned at 10:05 A.M.