



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

County Office Annex, Room 429, Clearwater, Florida

Wednesday, December 15, 2010

1. Call To Order:

The regular meeting of the EAC Representatives' was called to order at 8:33am on 12-15-2010 in the County Annex room 429 by Paul Rogers. The agenda was distributed via Email.

2. Introductions:

See sign in sheet for attendees

3. Approval of Minutes:

The minutes of the previous meeting were unanimously approved as distributed.

4. Open Issues:

Paul Rogers welcomes the EAC reps along with guest. Paul defers the next part of our meeting to our County Administrator Bob LaSala.

Bob introduced the new Assistant County Administrator - Carl Harness, and informed us that Carl will be the liaison to the EAC.

Bob would like to address the council concerning terminations. Bob asked the EAC not to lobby the Personnel Board members individually when it relates to a discipline action under reconsideration. The Chairman responded with a question to Bob, is he questioning the EAC's Advocate Program, Bob's response was no, but stated sometimes the situation could be outside the scope of the Advocate Program.

Paul Rogers asked Mr. LaSala if he had time to speak with his folks about time off for attending the EAC meetings and training for personnel. Mr. LaSala said no, he is inclined to leave it flexible. If there is a specific problem he will address it, but he is not willing to lay down a standard.

Paul stated that no employee should feel intimidated or uncomfortable to attend meetings.

5. Comments from Peggy Rowe/Personnel:

Peggy walked the council thru the FMLA process. Rhonda asked if attendance was still going to be part of the new performance evaluation. If so how many instances are you allowed before it affects your review? Peggy reminded the council that the 56 hours is not a County personnel policy. Peggy explains it like this: 40 hours because you have the flu vs. 40 hours over 5 Mondays is a very different scenario. **[HR note: This was in reference to the attendance guidelines published in the manual for the "outgoing" performance appraisal system. Peggy explained that the guidelines were meant to be just that – i.e., guidelines that are meant to be applied using appropriate supervisory**

judgment and discretion. For now, these guidelines are still in place with respect to potential disciplinary actions.]

If you have FMLA do these instances count against you? No, as long as they fall within the FMLA guidelines. Peggy reminds everyone that you still need to follow the call in policy in your area even if it is FMLA related.

Peggy is happy to announce the Wellness Incentive Program coming your way in January. This program will equal real dollars in your paycheck. You as an employee can be eligible for up to \$200. Be watching for upcoming emails concerning this great program.

Opus (payroll piece) will be rolling out in 3 waves. The first wave will happen December 19 with approximately 800 employees participating. The second wave will be January 30th followed by the last February 27th. Your department managers will let you know which wave you are a participant of. Peggy would like to thank Paul for his many years of service to the county and dedication to the EAC and employees.

*****BREAK BREAK*****

6. Comments from Paul Rogers/EAC:

Paul recognized Norm Roche, our new County Commissioner. EAC welcomed Norm. Paul wanted to let Norm know how the Pinellas County employees have reacted to the layoffs, the employees have not been asking for more money, they have been gracious concerning the situation at hand. Peggy says that fairness and consideration is all they are really looking for.

Norm says he is looking forward to serving the citizens of Pinellas County and its employees. He wants to see the EAC, Management and County working together. The County is having a real reality check and he sees us working this out with cross training as well as multi-tasking. He would like to see this figured out without losing any more staff.

Paul sent over the By-Law change to Human Resources concerning the "At Large" position that became available because of the downsizing of BTS. Hopefully this will be on the January Personnel Board agenda.

Paul welcomes all the new and re-elected council members from the recent EAC elections:

- Lisa Wombles – re-elected - represents -BCC Group I
- Randy Rose – re-elected – represents - BCC Group II
- Tim Clark – re-elected – represents - BCC Group VI
- Clare McGrane – elected – represents - BCC Group VIII
- Sam Rastom – elected – represents - Clerk-North
- Michael Powell – re-elected – represents-Property Appraiser
- Josh Chance – elected – represents - Supervisor of Elections

7. Open Discussion on Appointing Authority Meeting:

Paul asked how the EAC reps thought the Appointing Authority meeting went with the overall response as positive. Jean Magee thought the Council did an excellent job in presenting the issue of training. The stage was set so the Human Resources department can have a continued dialog concerning the issue.

Many EAC Representatives said they were approached by their Appointing Authority after the meeting and wanted to know if anyone in their area had been denied training. The EAC sees this as a positive movement forward.

8. EAC Council Elections:

Paul nominated Lisa Wombles and Charles Toney for the office of Chair – no other nominations from the group. Ballots were cast and Charles Toney was elected as Chair. Lisa Wombles was nominated as Vice-Chair – with no other nominations, Lisa Wombles was elected as Vice-Chair. Teresa Benyo was nominated as Secretary – with no other nominations Teresa Benyo was elected as Secretary. Congratulations to the new EAC officers for 2011.

Adjournment:

Meeting was adjourned at 10:32am by Paul Rogers.

Minutes submitted by: Teresa Benyo EAC Secretary