



# Employees Advisory Council



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

Approved by the EAC

EAC - Delegate Meeting Minutes – November 18, 2010

## **Call to Order**

- Paul Rogers called the meeting to order at 8:10am

## **Comments from EAC Chairman**

- Paul spoke to those in attendance on the possibility of changes in the FRS this year, and the possible savings that could come to the county if that happens. He told the delegates that the EAC has a scheduled meeting with the Appointing Authorities on December 6, 2010. Also the EAC concern now is to keep the benefits we have with out any more deterioration.

## **Comments from Peggy Rowe**

- Peggy Rowe spoke about the new Performance Appraisals. The target date to have all departments using the new review system is January 2011. Questions were asked when the training would be offered. Jean Magee stated there were already 130 classes given and to call her office if there is a need to schedule more.

## **Comments from Dave Blasewicz**

- Dave introduced Beth Woodbury from Health and Wellness to the group. Beth spoke about health incentives throughout the county. Some of the activities in various departments include weight challenges, walking programs and the latest is the Maintain Campaign.
- Beth was asked if Pinellas County had a facility to have a fitness center in South County since the only one currently is in Clearwater. Beth said due to the economic times that are not being looked at, however Pinellas County Employees are offered discounts at some local fitness centers.

## **Appointing Authority Meeting**

- Paul told those in attendance what will be on the agenda for the appointing authority meeting;
- Training, EAC/Delegate Allowed Time, FRS Issues, Reclassifications/Promotions, Time off for good performance reviews.

## **State Election Issues**

- Paul Rogers spoke to the group about the possible issues that could arise this year in Tallahassee concerning FRS issues. If the county were to save money by making a lesser contribution to the FRS program, employees should reap some of those gains.

## **Open Discussion**

- Paul told the delegates that due to the reduction in force the EAC no longer has a BTS Representative on the council, the representation for BTS will fall under the representative that is for "Other Appointing Authorities." The open EAC Representative seat was proposed to become an "At Large" Representative. The other 14 representatives will chose the 15<sup>th</sup> seat. This bylaw change will go before the Personnel Board in December for approval.
- Karen Saley questioned the EAC on part-time employees and the cost and policy of health care. She explained that policy is not written any where and she is having a hard time getting answers. Paul explained he has spoken about this issue and understands the bigger picture of following policy.
- Paul explained to the delegates that the EAC looks out for the benefit of classified employees even though the topic might be kept under the radar. In saying that he told those in attendance that a proposal from HR and Appointing Authorities to lower the percentage rates to 4% for one to two grades and 8% for three or more grades is being proposed on reclassifying positions and promotions. Those position that have already had a determination but have not been processed will receive the existing 6%,9% and 12% raises.
- Paul encouraged the delegates to keep an eye on the state legislature and to get involved to save their benefits. Jay Flaherty told the members of the upcoming meeting dates of our local legislators.

Meeting adjourned at 10:10am

**Next meeting – January 27, 2011**