



Employee Advisory Council – Annual Report for 2007

I want to thank all the members of the EAC, both Representatives and Delegates, for their participation in the employee advocacy process. Their efforts sometimes go unheralded and unappreciated. They are the critical link between labor and management that keeps us working as a team...that keeps us working together.

This last year has been one of the most challenging in memory for both exempt and classified employees. Budget constraints brought about historic employee repositioning and resulted in some employee's leaving the County system. I want to acknowledge the Personnel department for making every effort to ensure the displacement process was handled as compassionately as possible. The diminished budget took its toll on our Merit raises as well. Very good employees are finding themselves unable to even maintain their standard of living. The EAC has again proposed the reinstatement of an annual salary adjustment to keep employee's wages current with the market. A modest Pay for Performance Merit System would reward better performance. Pinellas county employee's need and deserve a pay plan that will allow attainment of their salary range potential. The EAC is very optimistic that recent initiatives presented to the Appointed Authorities were received with compassion and thoughtful consideration. Hopefully many of these stated goals will come to fruition during the new year.

I want to extend my sincere thanks to all those employees that participated in the creation of a new Advocate Program, especially Keith Dekle whose untiring effort made it happen! The Advocate program can provide employee's with a valuable resource when there is a need to resolve workplace issues.

The EAC has the privilege of appointing two members to the UPS's seven member Personnel Board. These EAC appointed members provide a balance and influence that is helpful in presenting employee issues. This year the EAC introduced a formal candidacy and selection process which resulted in the appointment of Mr. George Tragos a prominent Clearwater attorney. Mr. Tragos, along with Joseph Smith, have provided that balance and influence while supporting many of the EAC's initiatives presented to the Personnel Board.

The classified employees of Pinellas County have recently voted in six new EAC Representatives. I believe that it is a challenge to all of us on the EAC to remain diligent to our core mission statement; deliver candid effective feedback to the Appointing Authorities and the Personnel Board on all issues pertaining to the quality of our work life. I believe we have made a difference and thank all of you for supporting your fellow employees.

Working Together
Sincerely,

Paul A. Rogers
Chairman, Pinellas County Employee Advisory Council