

## SOME KEY PLAYERS

The EAC appoints two members of the seven member Pinellas County Personnel Board. They serve two year terms. Current appointees are:

**Joseph Smith**  
and  
**George Tragos**



Peggy Rowe and Paul Rogers at an EAC representative meeting.

The EAC works closely with the Unified Personnel System (UPS) through several key people and positions:

Director of Personnel

**Peggy Rowe**

Assistant Director of Personnel

**Gene Pressoir**

Employee Relations Manager

**Jean Magee**

Liaison and administrative  
support to the EAC

## 2008 EAC OFFICERS

Chairman: **Paul Rogers**

Vice-Chairman: **Chuck Lubitz**

Secretary: **Charles Toney**

## COMMITTEES AND APPOINTMENTS

Legislative

**Charles Toney – BCC Group VI**

Safety

**Tom West – BCC Group III**

Affirmative Action

**Mercedes Pearson – Other Appointing  
Authorities**

Suggestion Awards

**Maria Keller – Clerk-South**  
**Mike Powell – Property Appraiser**

Health and Benefits

**Michael Hornak – Information Technology**

Pay & Classification

**Ira Wolf – Tax Collector**

Goals and History

**Deborah Delozier – Clerk North**

Advocates

**Paul Rogers – BCC Group VIII**



## Pinellas County Employees' Advisory Council



Working together with the Pinellas County Personnel Board, the Pinellas County Appointing Authorities, and the Unified Personnel System... to continually improve the quality of work-life for the employees of Pinellas County.

400 South Fort Harrison Avenue  
Clearwater, FL 33756



# History and Mission

The Employees' Advisory Council was established in the late 1960s and officially sanctioned in 1975 by the Pinellas County Unified Personnel Act: Chapter 75-488, Laws of Florida. (This law was later replaced by Chapter 77-642). The EAC serves in an advisory capacity to the Pinellas County Personnel Board concerning personnel matters, policies, rules, and regulations affecting Pinellas County employees.

The EAC's mission is "to continually improve the Pinellas County Classified Service employees' quality of work life by interacting cooperatively with the Appointing Authorities, advocating the views of Classified Service employees, and by delivering candid, effective feedback to the Personnel Board on how employees perceive proposed Board actions affecting them."



2008 EAC Officers (L-R) Chuck Lubitz, Paul Rogers, Charles Toney

To contact an EAC representative or to keep up with the latest on EAC activities, visit the EAC web site on the Internet or County Intranet at:

<http://www.co.pinellas.fl.us/persnl/eac/eac.htm>

<http://ups.co.pinellas.fl.us/eac/eac.htm>



## Frequently Asked Questions

### Q: How is the EAC organized?

**A:** The EAC consists of 15 elected representatives and more than 100 appointed delegates who serve as a communication link to approximately 3,700 Classified Service employees. Classified employees from various departments under the County Administrator elect 8 representatives; the Clerk of the Circuit Court elects 2; the Property Appraiser, the Supervisor of Elections, the Tax Collector, and Information Technology elect 1 each; and 1 representative serves the other remaining Appointing Authorities. Council representatives serve two-year terms. Delegates serve one-year terms.

### Q: How are employees represented?

**A:** The EAC structure includes delegates at every work site throughout the County. These delegates act as an up-and-down communication link serving as the "eyes and ears" between employees at their work locations and Council representatives. Delegates are not elected. They are appointed through an informal process that determines an individual's willingness to serve in that role.

### Q: How does the EAC operate?

**A:** Elected Council representatives meet on the 3rd Wednesday of every month and hold occasional special meetings to discuss and make recommendations on various personnel issues. Council representatives and delegates meet every 2 months to share information, discuss strategies, dialog with guest speakers on subjects like Benefits, Market Survey, Florida Retirement System, etc.

### Q: How does the EAC accomplish its goals and what typically happens at an EAC meeting?

**A:** EAC Representatives establish goals through discussion of ideas received from employees, delegates, and representatives. The goals are then assigned to Council volunteers or sub-committees. They work with the Personnel Department and County management to reach a mutually acceptable solution. Guest speakers also occasionally attend meetings to address a variety of employee issues relating to policy, benefits, current and upcoming events, proposed legislation, and other matters that impact employees.

