

EMPLOYEES' ADVISORY COUNCIL MISSION STATEMENT

OUR MISSION

The mission of the Pinellas County Employees Advisory Council (EAC) is to continually improve the Pinellas County classified employees' quality of work life by interacting cooperatively with the Appointing Authorities, advocating the views of classified employees, and by delivering candid, effective feedback to the Personnel Board on how employees perceive proposed Board actions effecting them.

To this end we, the members of this Advisory Council, do unanimously agree to this statement of policy regarding the role of the EAC in Pinellas County government. Our authority to exist is protected by the Unified Personnel Act, Florida Statutes 77-642, Section 7 which reads:

"Section 7. Employees Advisory Council. There shall be an Employees' Advisory Council which shall serve in an advisory capacity to the Pinellas County Personnel Board concerning personnel matters, policies, rules, and regulations affecting Pinellas County employees. The size and department representation of the Employees' Advisory Council shall be determined by rule of the Personnel Board. All members of the Employees' Advisory Council shall be members of the classified service and shall be elected by their fellow employees. Members of the Employees' Advisory Council shall serve a two year term of office. In case of a vacancy, a new member shall be selected in the same manner as his predecessor and serve out the unexpired term."

OUR ORGANIZATION

There are fifteen (15) elected representatives on the Council of which eight (8) are allocated to departments under the County Administrator, two (2) to the Clerk of the Circuit Court, and one (1) each to the Property Appraiser, the Supervisor of Elections, Information Technology, other Appointing Authorities and the Tax Collector.

The EAC structure includes delegates at every worksite throughout the County. The mission of these delegates is to act as an up-and-down communication link between employees at their work locations and the Council's representatives.

Many of our representatives and employees selected by us serve with management on several joint committees or task forces that cover a wide array of subjects like health benefits, leave, pay for performance, grievances, ethics, safety and affirmative action.

To guide Council members in their day to day business, we have a set of by-laws outlining our role in County Government and covering other matters such as membership, meetings, voting, elections, committee activities and the duties of our officers.

OUR ROLE

As we progress through the new millennium it becomes increasingly apparent that employees want to know more about the processes that govern their work lives. Our employees want to be informed about or included in all levels of the decision making process where quality of work life matters are concerned.

We see our role in the organization primarily as communicators and facilitators between the Classified Service, management and the Personnel Board. Our role is advisory in all matters that come before us, whether from the Appointing Authorities, the Director of Personnel, or the classified service. We concentrate on those situations which have a general impact on employees within the Unified System. We will take action only on broad issues of general importance and will refer any narrowly defined issues or personal grievances to the proper authority. We feel that when issues arise from within the classified service that can be spoken to by this Council, that we should use our understanding and position to clarify the personnel policy or rules that speak to the issue. However, when direct or formal action is indicated we will discuss the issue thoroughly before taking positive action or referring the matter to the Director of Personnel or others. Depending on the nature of the topic, we may choose to make it an EAC goal.

While we recognize and respect the organizational structure of the Unified Personnel System, we feel it is essential that Council members reserve the privilege to communicate directly with Appointing Authorities about matters that have not yet been acted upon formally by the Director of Personnel or the Personnel Board. We believe it is the role of the EAC to foster good employee relations. There are situations that can be handled more effectively by a visit or memo from a Council Member directly to an Appointing Authority or by inviting the Appointing Authority to attend a regular council meeting to address the issue. The "open door" policy we have enjoyed has been a major factor in establishing the EAC's credibility as an organization.

In this time of greater employee involvement, participative management and quality improvement, we regard the EAC as a vital component of Pinellas County Government. It is our desire to avoid situations which will create adversarial feelings or polarization. Perhaps our greatest responsibility is to speak directly and candidly to the Personnel Board on behalf of the classified employees.

The extent to which the EAC is successful in its mission depends on the cooperation and support it receives from the classified employees and all other elements within the Unified System. We are proud of our past accomplishments and we look forward to improving the EAC as the collective voice of the Pinellas County Classified Service.

OUR PLEDGE

1. To give generously and conscientiously of our time and effort to insure that our mission is fulfilled and compatible with the overall policies, rules and procedures of Pinellas County Government.
2. To diligently and dedicatedly pursue our major responsibility of advising the Personnel Board on those significant human resource matters which affect the Classified Service employees.

3. To remain ever aware of the desire of employees to know more about the processes which govern their work lives and to do everything possible to keep them informed about, and involved in, each step of the decision-making process.
4. To conduct all our business in an open and candid manner and to do so without creating adversarial feelings or polarization within the County structure.
5. To continue and broaden our participation in joint management/employee committees to insure that the feelings and opinions of employees are considered before decisions are made.
6. To conduct ourselves at all times in a manner which will engender the support of employees as well as management.