



Approved by the EAC

Employees' Advisory Council - Representatives Meeting

Wednesday, May 16th, 2012, County Annex, Room 429, 2:30 p.m. - 4:30 p.m.

1. Charles Toney called meeting to order at 2:30 P.M.
2. Introductions
3. Approval of Minutes: Minutes for the April 18, 2012 meeting were approved. Motion made by Tim Clark, 2nd - Ira Wolf.

Health and Wellness, Dave Blasewitz: Meetings with departments on incentives are going well. Call if you want Dave to come out and give a presentation to your group. A general notice will be mailed out the week after the holiday letting employees know if they have met or still need to complete the health assessment and blood work to have the \$500.00 insurance surcharge waived. Employees have until August 31st, 2012 to complete. Discussed receiving calls from UHC health coach. This is a value added benefit to assist in reaching your health goals. Cost of blood tests - should be no cost if done as yearly physical. Cannot use new hire or fire physical as they are not done through United Health Care. Pinellas County is self-insured, we pay the claims. United Health Care processes the claims. The County contributes approximately \$10,000.00 annually per employee. 20% of employees use 80% of the funds. Medco mail in service is not required, strongly encouraged as it is cheaper. The \$500.00 surcharge will be used to pay claims. If employees have no access to a home computer, they can fill out their assessment at work.

4. Comments from Peggy Rowe, Human Resources Director: Please view the new videos produced on the Wellness Incentives. - Employee asked for closed caption to be added to all videos. Human Resource is assisting in the implementation of a leadership model designed to encourage employee engagement and high performance. The idea is to provide skill development throughout the organization that eventually will allow decision making skills at all levels based on all facts and stakeholder input.

Lisa Wombles asked why the county had to hire an outside contractor to implement the program and at what cost? Human Resources and other trained facilitators throughout the organization are administering the skills development sessions and will eventually administer other components of the skills development opportunities. The consultants have been used by the administrator to introduce and expose employees to various aspects of what it means to be high performing.

Why are new hires getting hired in at above the minimum? Peggy Rowe: Although not very common, this is not new. If a person has vast experience in the field, they might be hired above the minimum entry wage. Just as if you were to get hired at another organization to do exactly what you are doing here, you would expect to begin at a salary higher than the entry level.



Employees Advisory Council



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

5. Comments from Bob LaSala - County Administrator: Mr. LaSala compared the budget to the USS Cole - referring to the Medicaid funding mandate issue from the state that came out of nowhere. He believes there is hope the amount owed will shrink once an ordered audit has been completed. Pinellas County has joined the Florida Association of Counties lawsuit against the state Medicaid funding mandate. There will be some very difficult decisions to be made by the County Commission regarding the budget. The stabilization fund, which has been put aside during the past few years, will not be enough to close the gap. They will have to look at cutting additional services or raising taxes or both. The only place to get this kind of money is Health and Human Services, Public Works, Parks or the Sheriff. The board feels we have reached our limit on cutting services. This is not a short term problem and it will not be going away. The budget will be presented to the Board of County Commissioners in July with different options, including a ¼ mil tax increase. Mr. LaSala is very aware of the pressure we are all under in the market place. He is very concerned about the ability to attract and retain talented employees.

Meeting Adjourned at 4:30pm - Clare McGrane - Motion, Mike Powell - 2nd

Charles Toney, Randy Rose, Lisa Wombles, Hazel Lane, Mike Powell, Ira Wolf, Pam Traas, Christina Mallon, Dave Blasewitz, Peggy Sellards, Peggy Rowe, Tori Tipton, Bob Warmuth, Tim Clark, Clare McGrane, Sam Rastom, Joshua Chance

NEXT EAC Representative Meeting: June 20, 2012.