



Employees Advisory Council



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

Approved by the EAC

Employees' Advisory Council - Delegate Meeting

Thursday, March 22, 2012 8:00 a.m. to 10:00 a.m.

1. Charles Toney called the meeting to order at 8:00 A.M. Pledge, No smoking on grounds reminder, donations for refreshments are appreciated.
 2. Introductions - new EAC Representative Council member Tori Tipton replacing Todd Crawford.
A sign-in sheet has been filed and made part of the record.
 3. Personnel Board: Employee issue with how a Veterans Preference was handled with an interview process for an exempt position. This item will go back before the board on April 4th, 2012.
 4. Comments from Peggy Rowe, Human Resources Director: Unable to attend.
 5. Mary Flockerzi stood in for Dave Blasewitz for Health and Wellness update. The new incentives e-mail was sent to employees. Employees and covered spouses are eligible for up to \$200.00 in incentives. Check the wellness page on the Human Resource website. For incentives, once filed with UHC, it will automatically be sent to payroll. Incentives will be paid quarterly. Walk to the Moon program starts on April 4th through May 23rd. Contact Beth Woodbury for information.
Medco questions: Employees are receiving letters with incorrect information regarding purchasing 90 day prescriptions through the mail order only; Ms. Flockerzi requested that copies of letters in question be forwarded to her via fax at 464-5291. Carolyn Mann is the contact for pharmacy issues and can be reached at 464-5131.
Labcorp: Employees do not have to provide a credit card or pay in advance. They must send bill first and UHC pays their portion and then their portion becomes due. Cathy Baker is the UHC Representative for claims and can be reached at 461-7557. MYUHC.com has a list of other labs that can be used.
 6. Human Resource presentation by Jack Loring on Pay and Classification.
Question: When will the results of DEI's PAQ's be processed? Very comprehensive job analysis. Looking at every single job. Started with Solid Waste and Finance. 14 aspects of each job are being looked at by two different teams. Five batches of 14 each have been completed. Timeline is approximately three months. If any money is involved it will be effective the pay period after the Personnel Board approves the change.
- Rebecca Fleck of the Tax Collector's office invited all to participate in the Clearwater - Relay for Life on Friday, May 4th at Coachman Park in Clearwater. Wear County Volunteer shirt. Theme is "Let's Trash Cancer!" Accepting donations of craft items to sell. Funds donated stay in Tampa Bay area. Team Captain is Rebecca Fleck. Luminaries may be purchased for \$5.00. For more information contact Rebecca at Rfleck@taxcollect.com



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7. Committee Reports:

FRS - Judge ruled on 3-9-2012 in the lawsuit that the collection of the 3% and the reduction of the COLA were unconstitutional on several grounds. The State of Florida immediately appealed and the case will go before the State Supreme Court, which might be reviewed during the next conference. The County placed the 3% savings into the stabilization fund to cover deficits.

There is also \$20 million in uncollected Pinellas County Medicaid costs that the State is trying to pass through to the Counties. Most of the uncollected billing is apparently due to State billing problems.

Clerk of Court - 38 positions will be affected due to the state's directive to reduce funding by 7%. Ken Burke lobbied personally for his staff and feels this will cause longer lines and reduced hours.

Question - Will this be across the board? The rest of the Appointing Authorities will absorb as many of the laid off employees as possible.

Appointing Authorities Meeting - COLA and the possibility of 1 or 2 days off for meets and exceeds evaluations. Not far enough along in the budget discussion to be able to answer.

Open Discussion:

Many having OPUS login issues.

Some County employees are now leaving for outside employment.

When retention of employees becomes an issue most staff feels that money will be budgeted for retention. Many feel employees are not the #1 priority and funds are found for many other projects. Recommendation was made to have Mr. LaSala come to an EAC meeting to speak about compensation. Mr. Toney will invite Mr. LaSala to a meeting. Are the Directors still getting raises (annual merit increases)? HR - No, and if something doesn't sound right to you, instead of accepting what someone else states as fact, please contact Human Resources. (HR comment: This holds true for any HR-related issue or practice.)

Meeting adjourned.