



Employees Advisory Council



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

APPROVED BY THE EAC

Employees Advisory Council (EAC) Delegates Meeting
Extension Services, 12520 Ulmerton Road, Largo, Florida
January 24, 2013

Call to Order

- ▶ Chairman Charles Toney called the meeting to order at 8:05 A.M., following which he led the Pledge of Allegiance.

EAC Representative Introductions

- ▶ Representatives Charles Toney, Steve Yeatman, and Tammy Burgess introduced themselves and provided a brief overview of their employment with the County.

Comments from EAC Chairman, Charles Toney

- ▶ Personnel Board Updates – January 10, 2013
 - ▶ Mr. Toney indicated that changes were made a few years ago to rules relating to benefits and percentage increase; that the changes had sunset dates this year; that HR and staff are updating and consolidating some of the rules; and that the EAC requested and was granted an additional one-year sunset on those rules.
 - ▶ The UPB elected its 2013 officers: Dan Andriso, Chairman, and Ricardo Davis, Vice-Chairman.
- ▶ Personnel Board Items – February 7, 2013
 - ▶ The EAC's newly selected appointee to the UPB, Angela Outten, will attend her first UPB meeting. Mr. Toney provided a brief employment history for Ms. Outten.
- ▶ EAC Delegate Nominations for 2013
 - ▶ Mr. Toney welcomed the new delegates and reminded the Delegates to return their completed renewal forms (EAC Delegate Nomination Forms) as soon as possible.
- ▶ Miscellaneous
 - ▶ Donations needed from Delegates for refreshments provided at meetings.
 - ▶ Legislative Delegation information and member photographs available online; need everyone to contact their legislators.
 - ▶ Talk to Administrator Robert S. LaSala regarding the need for pay increases to help employees' health and financial wellness.

Comments from Peggy Rowe, Human Resources (HR) Director

- ▶ Ms. Rowe stated that employees can call HR with questions regarding the United Health Care (UHC)/BayCare issue; thanked the employees for putting off non-emergency visits and helping spread the word; and announced that the UHC/BayCare dispute has been settled; whereupon, she responded to queries regarding the actions taken by employees



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during the dispute and the impacts of the settlement, pointing out that the specific settlement terms cannot be discussed.

- ▶ Ms. Rowe responded to queries regarding the Supreme Court's ruling on the mandatory three-percent employee contributions to the Florida Retirement System (FRS), and Mr. Blasewitz noted an article in the *Tallahassee Democrat* titled "House Subcommittee to Discuss Restrictions to FRS Program," and indicated that the intent is to prohibit new state workers from enrolling in the FRS Pension Plan and require that they enroll in the Investment Plan only as of January 1, 2014; whereupon, he provided input regarding the implementation of the mandatory three-percent employee contribution to the FRS on January 1, 2011, and warned that Governor Rick Scott could ask for more.
- ▶ Ms. Rowe encouraged employees to ensure that they are registered voters and to contact their legislators (from their homes) if they do not agree with the FRS contributions and proposed enrollment restrictions, pointing out that every year is a new year for each subject; and that they can be changed if enough people contact their legislators.

Health and Wellness Update – Dave Blasewitz

- ▶ Mr. Blasewitz distributed a document titled "Wellness Incentive Highlights," provided an overview of the 2011/2012 Wellness Incentive Program, and noted that the County will be introducing a fitness component and a financial component to the Wellness Incentive Program; whereupon, he provided an overview of the new UHC health portal.

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At this time, 8:48 A.M., the meeting was recessed and reconvened at 9:00 A.M.

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Human Resources Presentation – Performance and Talent Management – Jim Valliere

- ▶ Mr. Valliere conducted a PowerPoint presentation titled "Total Compensation" and responded to comments and queries by the Representatives and Delegates.

Committee Reports

- ▶ Mr. Toney advised that the Supreme Court ruled that it is legal for the state to request contributions from the employees, and provided an update on the Legislative Delegation meeting, noting that since the County no longer has to hold onto the funds related to the employees' contributions to the Florida Retirement System (FRS), the money may go back to the General Fund; and that the County should consider looking at a cost of living adjustment (COLA) for employees for Fiscal Year 2014.
- ▶ Hazel Lane provided an update on the ongoing review of the Personnel Rules, indicating that the sub-committees are continuing to review the rules; that if something is no longer



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applicable, it is being removed, consolidated, or made more concise; whereupon, the Representatives were asked to provide input on suggested additional funeral leave.

Open Discussion

- ▶ Mr. Toney noted that the 2013 Delegates meetings will be held at Extension Services.

Adjournment

- ▶ The meeting was adjourned at 10:04 A.M.