



Employees' Advisory Council



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

APPROVED BY THE EAC

Employees' Advisory Council – Delegate Meeting Minutes

Extension Services, 12520 Ulmerton Road, Largo, FL

Thursday, September 25, 2014 – 8:00 a.m. – 10:00 a.m.

Call to Order

The EAC Delegate meeting was called to order at 8:05 a.m. by Chairman Charles Toney.

Guest Introductions

The chairman introduced our special guest speaker, David Scott, Executive Director of the Department of Environment and Infrastructure.

Comments from EAC Chairman – Charles Toney

- At the Personnel Board meeting in August, an appeal to reduce the level of discipline was denied by the Board. At the September Personnel Board meeting, a termination appeal was heard and the termination was reversed and the employee was reinstated. The employee was represented by two of our Employee Advocates. The Advocates go through extensive training and play a very important role to help employees to understand the rules and represent employees during disciplinary actions.
- The Personnel Rules Committee will meet on October 7th, October 21st, and November 10th to continue to review the Personnel Rules. The proposed changes to the Personnel Rules will be reviewed by the EAC and the Appointing Authorities prior to final changes going to the Personnel Board for approval.
- The new FACE performance management system is being rolled out. The EAC sees the 360 degree review as a useful option and recommend it be included in the process.
- An employee picnic will be hosted by the BCC on November 19th at Coachman Park and other Appointing Authorities have been invited.

Comments from Director of Human Resources – Peggy Rowe

Dave Blasewitz – The budget passed. The 3% general increase is effective as of October 5th and will be included in the October 24th paychecks. If an employee is maxed out, the employee will get a lump sum.

Employees who have not done their biometric screening and online health assessment will receive a postcard reminder in the mail. If you do not complete the biometric screening and health assessment by December 31st, you will be assessed a \$500 premium surcharge for health insurance in 2015.

(Learn more at <http://www.pinellascounty.org/hr/benefits/pdf/Health-Assessment.pdf>). Employees who opt out of the Health Plan don't have to worry about the surcharge. However, employees who opt out can still earn Wellness Incentive Activity points (see http://www.pinellascounty.org/hr/health_wellness/healthincentives.htm). If you are a new employee hired after July 1st, you are not required to do the biometric screening and health assessment this year. Annual benefits enrollment starts October 20th and it will last for three weeks. There will be 60 to 70 informational meetings at various work sites.

Questions:

- Does every family member need to set up a separate user account with United Healthcare?
Yes, due to HIPAA, each adult member should set up a separate account, especially if you



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want to see your points. You can check your points easily if you put the United Healthcare mobile app (Health4Me) on your smartphone or tablet.

- Is funeral leave covered for partners? Funeral leave covers anyone who resides in the employee's household. The current rule is being reviewed.
- Will everyone receive the 3% regardless of disciplinary actions? The Appointing Authorities have the right to withhold the 3% for employees who have been disciplined and for new employees.
- How will raises be handled next year? Next year, there will be two parts to the increase process: a cost of labor increase that is based on market surveys, and a merit increase that is based on ongoing evaluations/conversations throughout the year. The percentage is unknown at this time. Employees who receive the merit increase will be those employees who are going above and beyond their regular job.
- Will the pay scales change so employees who are maxed out can receive an increase? Chairman Charles Toney said that it is hoped that market adjustments to the pay scale may be made in the future to help maxed out employees.

Special Guest – David Scott – Executive Director of Department of Environment and Infrastructure (DEI)

David gave an overview of his Meet and Greet meetings and the Director's Night-In meetings at which any employee may sign up for 10 minutes to meet one-on-one with him. Employees are invited to share their concerns and comments. They are empowered to take control and to be creative. David also meets regularly with EAC Chairman Charles Toney. As of October 1, DEI was reorganized to utilize names more easily understood by employees and the public: Utilities, Public Works, Solid Waste, and Airport, plus two internal departments: Office of Business Support and Office of Engineering and Technical Support. David talked about the Diversity Committee that he serves on. Diversity includes a lot of things such as background, age, education, race, etc. We were all challenged to support the new work environment. David shared his work history and advised of the importance of partnerships.

Committee Reports

- Legislative/FRS – There are legislators who want to change the pension plan for new employees to the investment only plan. Recent discussions with Mark Woodard and Ken Burke recommended that we continue to meet with and educate our local legislators. There is a good opportunity to meet with local Representative Larry Ahern on Friday, September 26th from 8:30 a.m. to 10:00 a.m. at Ted's Luncheonette on Clearwater-Largo Road.
- Advocates – We have five active Advocates. If there is interest in being an Advocate, contact Chairperson Lisa Wombles at lwombles@pinellascounty.org.
- Personnel Rules Review – Dates have been scheduled for October and November.
- Suggestion Awards – No update.

Open Discussion

The Employees' Advisory Council will meet with the Appointing Authorities on October 23rd. If there are any questions for the Appointing Authorities, get them to your EAC Delegate or Representative (see [EAC Membership Roster at http://www.pinellascounty.org/hr/eac/pdf/rep-del.pdf](http://www.pinellascounty.org/hr/eac/pdf/rep-del.pdf)).



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Upcoming Meetings

The Personnel Board meeting is October 2nd and the EAC Representative meeting is October 15th.
The joint Employees' Advisory Council and Appointing Authorities meeting is October 23rd.

Adjourned

The meeting was adjourned at 9:45 a.m. with time for Delegates to meet with Representatives.

*Charles Toney	*Randy Rose	*Clare McGrane	*Jennifer Gundel	Chuck Mangio
*Richard Carvale	*Lisa Wombles	*Steve Yeatman	John Cloud	*Mercedes Pearson
*Hazel Lane	*Mike Powell	*Elaine Billey	Dawn Grasso	*Peggy Poole

*EAC Representatives in attendance at this meeting.