



# Employees' Advisory Council



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

APPROVED BY THE EAC

## **Employee Advisory Council – Representative Meeting Minutes**

County Office Annex, Room 429, Clearwater, FL  
Wednesday, October 15, 2014 2:30 p.m. – 4:30 p.m.

### **Call to Order**

The EAC Representative meeting was called to order at 2:35 p.m. by Co-Chairman, Richard Carvale.

### **Approval of Minutes**

Elaine Billey motioned to approve the EAC Representative Minutes for September 17, 2014 and the EAC Delegate minutes for September 25, 2014. Motion was seconded by Randy Rose. The minutes were approved.

### **Comments from Director of Human Resources – Peggy Rowe**

The FACE of Performance system launched on Monday, October 13th. More training on FACE will be offered in early December. The goal of FACE is to encourage engagement between supervisors and their employees. (To learn more about FACE, see [www.pinellascounty.org/hr/face](http://www.pinellascounty.org/hr/face)).

Open Enrollment is going well with employees and retirees. Benefits enrollment starts October 20 and ends November 7. The focus is on the Consumer Driven Plan which is the Health Savings Account (HSA). For the HSA Plan, the County provides money to the employee in a savings account to be used for health expenses. The money rolls over if not used. Also if you leave the County, you can use the money towards health care expenses in retirement. Forty percent of our employees may be better served by the HSA plan than the POS plan (Point of Service). There is a plan comparison tool on the website at <http://www.pinellascounty.org/hr/benefits/annual-enrollment.htm>.

Employees can check the United Healthcare website ([www.myuhc.com](http://www.myuhc.com)) to see if they have done the biometric screening and health assessment. The screening and assessment must be done before the end of the year to avoid the \$500 surcharge.

### **Questions:**

- How do I sign up for vision coverage? It is not necessary to sign up during enrollment since vision care is part of the health plans (POS and HSA).
- Can the EAC look at draft Personnel Rules? Preference is for the EAC to look at the final draft.
- Will the EAC have time to request changes? Yes.
- Can the Employee Advocates review the draft of the Disciplinary Rule? Yes.
- YouDecide emails are coming in as a spam. Can anything be done about this? HR staff will check with BTS staff on this. (For info on the YouDecide employee discount program, see <http://www.pinellascounty.org/hr/benefits/discounts.htm>.)
- In reference to the online application, there is no step to resubmit an application if the application is incomplete or information was not included. Can this problem be corrected in Human Resources? Human Resources will review to see if there is a possible solution.



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- The fiscal year ends in September and usually we have fewer delegates attending the meeting. Is it possible to review adjusting the September Delegate meeting to the second week in September? Employee Relations will review the Bylaws. (HR Note - The EAC Bylaws specify that the EAC Reps meeting are held on the third Wednesday of each month, but there is no information regarding EAC Delegate meetings. The EAC Reps could vote to reschedule the September meeting date.)

## **Personnel Board**

The October 2 termination appeal will be continued at the November 6, 2014 Personnel Board Meeting.

## **Committee Reports**

- Legislative – FRS issues – No update.
- Personnel Rules Review - There was a committee meeting October 7. The next meeting is scheduled on October 21st. Lisa Wombles will attend the meetings as EAC Representative.
- Advocate Program - No update.
- Suggestion Awards - The Suggestion Committee has received two new awards.
- EAC Representative Election Committee: The nomination deadline is October 27st. If an employee is nominated, the employee will receive a call from Employee Relations to confirm his or her interest.

## **Old Business**

The EAC Representative meeting that is scheduled for November 19 has been rescheduled to November 12 due to the employee picnic.

## **New Business**

The joint EAC and Appointing Authority meeting is next Thursday, October 23 at 10:00 am in the Communications Building, Studio B. The Personnel Board meeting is November 6, 2014. The EAC Representative Meeting is November 12, 2014 and the EAC Delegate meeting is November 20, 2014.

## **Adjourned**

Elaine Billey made a motion that the meeting be adjourned at 3:45 p.m. and it was seconded by Clare McGrane.

|                  |               |                |                  |                  |
|------------------|---------------|----------------|------------------|------------------|
| 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*