



Employees' Advisory Council



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

Employee Advisory Council – Delegate Meeting Minutes

Extension Services, 12520 Ulmerton Road, Largo, FL

Thursday, September 24, 2015, 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 Chair, Lisa Wombles.

Guest Speaker

Mark Woodard was unable to attend. Catherine Eichner, Pinellas County's Solid Waste Operations, gave a presentation on recycling, waste-to-energy, hazardous waste and the operation of the landfill. She encouraged the audience to take a tour of the facility. Tours are available Monday through Friday, and by special arrangement on Saturdays. A few facts about Solid Waste Operations:

- ❖ SWAP Shop (at HEC₃) - This is a service for Pinellas County residents to drop off unwanted household electronics and chemicals, and pick up items they might need such as paint or cleaners at no charge.
- ❖ Solid Waste maintains a water treatment plant onsite for leachate and stormwater.
- ❖ Waste-to-Energy plant processes 3,000 tons per day. The pit is capable of holding 9,000 tons per day.
- ❖ The only two landfills in Pinellas County are Toytown (inactive) and Bridgeway Acres (very active).
- ❖ The County contracts out for the pickup, sorting, and recycling of the single stream recycling program.
- ❖ Solid Waste offers the Recyclin' Roadie trailer for event recycling. The trailer may be booked in advance for community events.
- ❖ Concrete and steel materials can be used for creating artificial reefs. The Department of Transportation has been a great source for this type of construction waste. See Flickr slideshow at www.pinellascounty.org/reef

Personnel Board Appointment

There has been a change in one EAC Personnel Board appointee. Bill Schultz, a retired County employee is now our interim appointee, replacing Angela Outten. Bill was an EAC advocate and delegate while employed by the County.

The second EAC Personnel Board appointee is Keith Dekle, who was in attendance at the meeting.

Revised Personnel Rules

The proposed Personnel Rules are in a different format. The current 28 Rules would be condensed to 8 Rules.

The next Personnel Board meeting on Thursday, October 1, 2015 will be followed by another Rules Worksession.

EAC Elections

About half of the Representatives' seats are up for election. Nominations may be made from October 2 through October 16, 2015.



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EAC positions up for election are:

Section	Current Representative
BCC I	Chuck Mangio (Utilities, Solid Waste)
BCC II	Randy Rose (REM)
BCC VI	Lisa Wombles (Utilities)*
BCC VIII	Clare McGrane (Purchasing)**
Clerk North	Jennifer Gundel
Property Appraiser	Mike Powell
Supervisor of Elections	Dawn Grasso

* Lisa Wombles has transferred to Purchasing and will run for BCC VIII. That will leave BCC VI vacant.

** Clare McGrane has transferred to Building Services, and will not be running.

Comments from Interim Director of Human Resources – Beverly Waldron

Two years ago a climate survey was done, so it's time for a new one. A notice will go out in late October / early November.

There is a special session of the Board of County Commissioners tonight. We expect the budget to pass. This will include a 3% across-the-board increase which will be effective as of the payroll period beginning October 4, 2015, and paid out with the payroll of October 23, 2015. All paygrade maximums will be increased 2%. Those who are maxed out will receive a lump sum payout. Employees who are close to the max, will receive an increase up to the new max with a payout to any portion above the max.

The lump sum payouts could be pensionable and may be included as part of the best five years.

The Rules Worksession for the Personnel Board continues on Thursday, October 1 directly after the Personnel Board meeting which starts at 6:30pm. The goal is to have the new rules approved by the end of the calendar year – December 31, 2015.

The search for a new HR Director will be carried out by a national recruiting firm. The County Administrator and the four Constitutionals, Clerk of the Court, Property Appraiser, Supervisor of Elections, and Tax Collector, will conduct the recruitment process. They will recommend no more than five candidates to the Pinellas County Personnel Board, who will make the final choice for Human Resources Director.

Health and Wellness Update – Dave Blasewitz

Benefit U: Two after-hours meetings were held last week to provide information about our benefits providers. The follow-up surveys indicate that most people did not know that there was so much available. [[If you were unable to attend, watch a video recap of the BenefitsU Info Sessions.](#)]

Annual Enrollment will be held October 18 through November 6, 2015 [[deadline extended to November 16](#)]. There will be general meetings in downtown Clearwater, County Justice Center, and Extension Service. HR will also visit departments as needed.



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Our programs to keep us healthy are working. There are no changes to the plans; no change in co-pays; no premium increase. Let's continue to work to be healthy.

Beth Woodbury, our Wellness Coordinator, has accepted a position with United Healthcare. Laura Berkowitz is retiring next month.

Open Discussion

Question: Has there been any consideration to increasing the number of hours that may be exchanged?

Answer:

No. The cost of leave exchange currently requires the County to pay an additional 1/3 as it is considered hours, not just cash. There are no funds to expand the number of hours beyond 160.

Employees are encouraged to sign up during Annual Enrollment for the exchange of leave program. There are over 100 employees who are over their annual leave capacity for payout upon retirement.

Question: What about the excise (Cadillac) tax on the health insurance?

Answer:

That will be a 1% to 1.5% which translates to about \$380,000. Be healthy. Get your biometrics and health assessment done before December 31st.

Question: Did the County receive any money from the BP oil spill?

Answer:

Yes. This was paid to the Board of County Commissioners, and the funds are made available through grants from the Restore Act.

Upcoming Meetings

The Personnel Board Meeting is November 5, 2015. The EAC Representative Meeting is October 21, 2015 and the EAC Delegate Meeting is November 19, 2015.

Adjourned

*Charles Toney	*Randy Rose	*Clare McGrane	*Joshua Chance	Chuck Mangio
*Richard Carvale	*Lisa Wombles	*Steve Yeatman	*Richard Castle	Mercedes Pearson
*Hazel Lane	*Mike Powell	*Jennifer Gundel	Dawn Grasso	*Peggy Poole

*EAC Representatives in attendance at this meeting.