



Employees' Advisory Council – Representative Meeting Minutes

County Office Annex, Room 429, Clearwater, FL
Wednesday, January 21, 2015, 2:30 p.m. – 4:30 p.m.

Call to Order

The EAC Representative meeting was called to order at 2:32 p.m. by Chair, Lisa Wombles.

Approval of Minutes

Hazel Lane motioned to approve the EAC Representative Minutes for December 17, 2014. The motion was seconded by Peg Poole. The minutes were approved as written.

Comments from Director of Human Resources – Peggy Rowe

Dave Blasewitz - Staff is working on final negotiations for the Pinellas County Health Center; site is yet to be chosen from among several locations; expected opening within 6 months. It is expected (part of the long term plan) that the Health Center could replace our contract with another medical center for occupational exams (no timeline has been determined).

What about those employees who opt out of our healthcare plan? Employees who opt out of the County Plan would not be able to use the Health Center.

What about retirees and co-pays? Initially retirees will not be included in this program. The Health Center will not be available to any Medicare retirees. Employees covered under the POS plan may have a reduced or no copay; a final decision has not been made. HSA (Health Savings Account) employees will need to pay a reasonable charge in accordance with federal tax guidelines.

What Return On Investment (ROI) does the County expect to realize? The County expects to break even, possibly in the first year.

The clinic is not meant to take the place of anyone's primary care physician. Employees could expect faster service and more time spent with the doctor. Also it will offer options for those who may need assistance with chronic condition management, such as maintaining healthy alternatives that mitigate the effects of diabetes. Pediatrics will not be offered through this program.

Questions:

- The FMLA form seems to be asking for a lot of personal information? There is a form for disability benefits that requires information in addition to that of FMLA.
- How do any of these changes affect those with a same-sex marriage? The same health plan benefits are available to a spouse or domestic partner, regardless of sex. However, FMLA, by federal regulation, does not cover domestic partners, only married spouses.
- Re the Health Savings Account (HSA), there are some vendors who require a minimum \$3,000 balance to waive the monthly service fee. Isn't this supposed to be a "free" account? One account is free while another with enhanced features requires a minimum balance in order to waive the fee. Contact Benefits to find a bank account with no fee or minimum balance requirements.



Old Business

- Steve Yeatman is concerned for employees that Taleo can't provide notifications to those who do NOT pass an application. Peggy Rowe explained that staff could go through each application, line by line, but that is too labor intensive. Jack Loring stated out of 1,172 applications from current employees in the system, only 112 did not meet the minimum requirements. Peggy explained the best qualified applicant is wanted; Pinellas County desires the most efficient and effective person for the position. Notification is by position; an email goes out to say the position is filled.
- Randy Rose inquired as to when FACE (performance management) goes into use. Peggy Rowe explained it already has started. Survey was sent to employees on FACE; many have not received – stuck in spam; many have not seen it in their department yet. Laura Berkowitz stated supervisors should be getting with employees. Reports are being sent to County Administration about which BCC employees have received quarterly performance reviews in FACE.
- Peggy Rowe stated there are plans for an across-the-board salary increase in October 2015 with a tentative date for Pay for Performance merit increases beginning January 2016.
- Peggy Rowe suggested if BCC budget review is requested; get Bill Berger or someone to talk about the budget.
- Job classification audits were completed for Tax Collector and Clerk of the Circuit Court Finance positions and some were reclassified due to a higher level of responsibility.

New Business

Delegate renewals and nominations discussed.

Charles Toney stated there is nothing new at FRS; he will be going to the REPCO meeting on 2/9 and provide them with contact information for the elected politicians.

Lisa Wombles stated there will be an advocate meeting on 2/20 at 9 a.m. located at the Utilities building, 14 S Ft Harrison, 4th floor. Angela Outten will discuss what the Board looks for and what the advocate should look for and ask for when representing an employee.

Adjourned

Josh Chance made a motion that the meeting be adjourned at 4:37 pm, and it was seconded by Clare McGrane.

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