



Employees' Advisory Council – Representative Meeting Minutes

County Office Annex, Room 429, Clearwater, FL

Wednesday, February 18, 2015, 2:30 p.m. – 4:30 p.m.

Call to Order

The EAC Representative meeting was called to order at 2:30 p.m. by Chair, Lisa Wombles.

Approval of Minutes

The minutes were amended with a clarification of the differences between FMLA benefits and health benefits for spouse or domestic partner marriage. Peg Poole made a motion to amend and approve the EAC Representative Minutes for January 21, 2015. The motion was seconded by Charles Toney. The minutes were approved as amended.

Comments from Director of Human Resources – Peggy Rowe

- At a recent meeting, the Clerk of Court mentioned a possible 2% across the board increase for the next fiscal year; with an additional bucket of up to 2% in merit increases;
- Someone else had heard the increase could be 4.5%. Peggy reminded all that this represents the total compensation package, which includes salaries, benefits, leave & holidays, etc. The healthcare budget alone is about \$60,000,000 in total. It also includes vacant positions and new hires.
- Question from those who work 10 hour days: Is anything in the works so that they don't have to take Annual Leave on holidays, or personal days?
Answer: That's what the extra Floating Holiday is for and why it can be used in two hour increments.
- Question on PAQ for Fort De Soto positions. Their work is uniquely different from that of other parks. They operate campground software reservation and phone systems; do mechanical, electrical and plumbing repairs to keep park and campground operational; manage and participate in 911 calls for trauma/water rescues/lost children; and handle large amounts of cash with both the toll booth and pay stations.
Answer: Jack Loring is working with Paul Cozzie on this and the work is ahead of schedule. But Jack will mention this to Paul, to rate Fort De Soto separately, with a different baseline.
- Question: Will the new healthcare clinic be for spouses?
Answer: The County is looking at eligibility as part of our contracting and implementation; the first priority is for the employees. They are looking for a site, ideally to be centrally located in the County.
- Will using clinic for Workers Comp issues be a conflict of interest?
No, the doctors work for the clinic, not for the County.
- Do we know if Clearwater is saving any money with their clinic?
They indicated that they are.
- The clinic will also provide more face time for the employee with the doctor. Appointments will be for 15 or 30 minute periods, not two patients booked for the same 15 minutes as is the norm.



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- Prescription co-pays for generic drugs: If the cost is less than \$15, the savings is passed down to the employee. Be aware that drug companies are raising prices so some generics which previously were less than the copay may not be now.

Personnel Board

Daniel Andriso has stepped down after close to eighteen years. Rick Davis is the new Chair. Keith Dekle is our Vice-Chair.

Lisa spoke about visiting the Hillsborough County EAC meeting with Steve on February 12. They have about 5,000 employees; some are union. There are no advocates, unless the employee is a union member. Their EAC has a civil service board rather than a personnel board. The civil service board members are appointed by the governor. Hillsborough is also updating their rules, for the first time in about ten years. Lisa finds that Pinellas County is overall the better place to work.

Committee Reports

FRS

Charles attended the recent REPCO meeting. There were about 35 people in attendance. They want to be kept abreast of the Legislature's actions and FRS. They requested the contact information for the elected officials so that they can write and email them. ([See Legislative Delegation.](#))

The 2nd of two local legislator meetings will be from 9 to noon on 2/24/15 at USF campus. The legislative delegates will / do get with the municipalities and not just the County.

Advocates

There will be an advocate meeting on 2/20/15 in the Utilities Building at 14 S Ft Harrison, 4th floor. Joan Vecchioli, Personnel Board member, will explain what the Board looks for in an appeal and what questions the advocate should ask witnesses.

Round Table – What goals should the EAC plan for 2015?

- Have more management, supervisors at our delegate and rep meetings. Then they can see what we're about.
- Ensure that FACE of Performance does not play favorites.
- Review the rules for County Temps (Ambulance Billing)
- BCC meetings: know more about EAC Council. In-Service Day, have Reps and Delegates stand up and be recognized.
- Finish up the Personnel Rules, especially disciplinary, as many of the sunsets on rules have come and gone.
- Funeral Leave – extra time – Annual Leave- for out of town funerals
- Look at the Cost of Labor and merit increases as well as the Cost of Living
- PAQ Process is long and drawn out and should be appealable
- More non-dollar values for employees, such as tuition re-imbursement: highlighted by Mark Woodard on In-Service Day.
- Expand wellness to include chiropractor and acupuncture supplements
- There is fear and anger on prescription changes



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- How will merit increases be handled? There is the potential of cut throat activity within teams, causing a breakdown in teamwork. We need definitions on how to measure.
- We should set our goals in writing.
- Promote from within doesn't always seem fair; it appears to happen more often in the upper levels than the lower levels. More widely used succession management might help that
- County wide picnic at Sand Key is open to all employees
- Employees are not getting FACE to FACE time. Supplemental FACE training is too long after; no new stuff
- Should we have Pen article about the EAC? Promote EAC with directors and with classified employees. Education – Financial, Tax, Investment Tips in Pen
- Annual Leave accrual – pay scale, increase, range
- Looking over temporary modifications in the rules that have reached the sunset date – example; maxed out employees' days off

Nominating forms for delegates are out and needed back so we have new Delegates at the March meeting.

Human Resources will soon offer short videos on a weekly basis to highlight various benefits available to employees and other useful information.

Adjourned

Richard Castle made a motion that the meeting be adjourned at 4:20 pm, and it was seconded by Charles Toney.

***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***