



Employees' Advisory Council



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

APPROVED BY THE EAC

Employees' Advisory Council – Representative Meeting Minutes

County Office Annex, Room 429, Clearwater, FL
Wednesday, March 18, 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 Vice-Chair Richard Carvale for Chair Lisa Wombles.

Approval of Minutes

Richard Castle motioned to amend minutes in reference to Fort De Soto. The motion was seconded by Charles Toney. Jennifer Gundel and Charles Toney requested amendments to minutes. Motion to accept the minutes for February 18, 2015, as amended, was made by Richard Carvale. The motion was seconded by Dawn Grasso. The minutes were approved.

Comments from Jim Valliere for Director of Human Resources – Peggy Rowe

Question: When will the Personnel Rules be available for review by the EAC?

Answer: Peggy hopes that the Rules can be made available for the May EAC meeting and for the Personnel Board in July.

Two Minute Tuesday Videos: Chuck Mangio would like to share ideas for topics. Contact Matt Stewart in Human Resources with suggestions for topics. [[View Two Minute Tuesday Videos](#)]

Question: Can Reward Points be converted into cash? What about Reward Points for new hires?

Answer: The default is set for Reward Points. Those wishing for cash will have to make that election – an email was recently sent out. Otherwise, the employee can change from the default election to cash before the start of the next quarter. [[Elect cash payment for wellness incentives](#)]

New hires are eligible for Reward Points as they reach milestones. Visit the website [[Wellness Incentive Program](#)] for information on wellness incentive awards and available wellness programs.

Question: How do we request an air quality check?

Answer: Contact Facility Management for a test. Risk will be notified, and possibly Air Quality.

FRS Questions:

Former FRS employee returns to an FRS position after many years. Can they remain in same plan, or must it be investment plan, regardless of whether the employee was in pension or not? What difference does it make if the employee was vested, or not?

Old Business

Speakers for Appointing Authorities Meeting – Topics

New Business

Hazel Lane received an email referencing the mandatory 3% contribution to FRS. Why is it not eligible for Saver's Credit on our tax returns? It's a mandatory contribution to retirement.

Answer: This is an IRS policy. The mandatory contribution is not eligible for the tax credit.

[[Check with a tax professional or the IRS. Your mandatory contributions may or may not be taxable when you start to take your distributions.](#)]



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On our W-2, the entry in Box 14 is for the mandatory FRS contribution. Entries in Box 12 cover Limited examples: (DD) Employer sponsored health coverage. (G) is for contributions to Deferred Comp (457)

Ken Burke will be our speaker for the March Delegates' Meeting.

Professional Development Advisory Council: first meeting scheduled for March 24th.

Discussion on prescription issues:

- Co-pays increasing from \$20 for 90 days to \$30 to \$125 or higher for 90 days
- Example: Acetaminophen, over-the-counter is \$12, but w/ insurance is \$15
- Employee received medication that should have been refrigerated, but was not.
- Employee now required to try generic equivalent, but suffered allergic reaction.
- Dave B visited Supervisor of Elections: Staff not happy with what they heard.

Round Table

- Charles spoke re sunsets on Personnel Rules – some are two years past.
- If we see a citizen slip and fall on County property it, stay with them, while Risk is notified.
- April 30th Sand Key Employee Picnic – Open to all Appointing Authorities but some may not be able to participate

Adjourned

Richard Castle made a motion that the meeting be adjourned at 3:16 pm, and it was seconded by Charles Toney.

*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.