



# 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, April 15, 2015, 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 Chair, Lisa Wombles.

### Guest Introduction

EAC Chair Lisa Wombles introduced Rick Davis, Chair of the Personnel Board. He shared a short bio of his working and volunteering careers. Recap: Served in USAF, 30 years with Danka, lifelong volunteer citizen, Chaired South St Petersburg Redevelopment

### Approval of Minutes

No minutes submitted for approval as Chair had not been present for March meeting and had not reviewed with Vice Chair who had presided.

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

Dave Blasewitz filled in for Peggy Rowe.

### Suggestion Award

- Recent suggestion by Gary Dempsey at Emergency Communications resulted in savings of \$184,000 for County
- Maximum reward is \$2,500 or 10% of the savings

Fort De Soto has two new positions without a recruitment. The positions already have names, as if having been “appointed” to classified positions. If a department has qualified candidates, do they have to advertise? Need to provide more specifics to HR to determine what happened. HR’s job recruitments are posted every day [ see [www.pinellascounty.org/hr/jobs](http://www.pinellascounty.org/hr/jobs) ].

### Two Minute Tuesday Videos

- concise, timely subjects
- employees at Fort De Soto can’t pick it up – bandwidth issue
- View previous videos or subscribe to receive new videos at [www.pinellascounty.org/hr/two](http://www.pinellascounty.org/hr/two)

### FACE

- Should prevent favoritism
- Managers are accountable to Appointing Authority
- Where does the accountability end up? – Responsibility of each Appointing Authority to structure their own process.

### Picnic

Reminder that we have the employee picnic at Sand Key on 4/29/15 (*Later postponed to 4/30/15 due to weather concerns*).

### Pharmacy

- Question came from a delegate who feels that HR is tolerating less than good service from the vendors. Not true says Dave – There is no room for bad customer service – ALWAYS contact Benefits with issues at 464-4570 or email [employee.benefits@pinellascounty.org](mailto:employee.benefits@pinellascounty.org).



The pharmacy cannot unlawfully fill a prescription.

- Doctor writes a prescription.
- Most prescriptions are filled as written; however, Medical Management rules in the plan may apply to some prescriptions. These could be a limit on quantities, prior authorization, or starting with a less expensive medication in the same therapeutic class first.
- Meds can have multiple purposes, but may not be rated for all of them.
- These rules have been in place for over ten years, even through different vendors.
- Prices on generics are also rising, but when available still remain your best value.
- Prescription rules can be found on the Express Scripts website. Log in required.

[Visit [Express-Scripts.com](http://Express-Scripts.com) ]

- Check to see if there are any conditions surrounding a particular prescription such as FDA approval
- Download an app if you have a smartphone
- There may be limits on quantities
- There may be multiple alternatives that must be tried first OR provide documentation of prior testing. The doctor may have to discuss with the Express Script's clinician. The clinician is NOT an office worker.
- How many employees met their out-of-pocket maximum and then had 100% coverage last year?

## Reward Points

- How do we calculate tax on reward points?
  - Points are taxed as they are earned (Internal Revenue Code)
- Value for items available for points are very low and don't seem worth it
  - Employees should remember part of the attractiveness is that employees can choose from thousands of items, and have their reward shipped directly to their home. This adds value, even though you might be able to get a lower price by looking around.
- On-boarding points for new employees may or may not be taxable
- Points can be combined
- The points can be used to get something for yourself and not spend the cash on everyday items.

## Personnel Rules update – Laura Berkowitz

- Moving along
- Pre-committee & technical language for Carole Sanzeri
- Hope to wrap up soon

Lisa Wombles had a meeting with Mark Woodard

- Lisa spoke about merit increases – suggested the necessity of the Appointing Authority to have an outline of what is required to get a merit increase, but no numbers.
- Goals should be made and met in order to get any merit increase – as a suggestion given.
- Track what the employee does well and not so well.
- Scheduled for one hour. Mark listens and is willing to discuss issues.
- He wants to hear from the employees.



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Charles Toney discussed favoritism as harassment with David Scott and Mark Woodard. They both would like to know about it, personally

Legislative: Charter Review Process. The committee is representative of several groups. Let's try to get an EAC member to be a part of the process. This is a direct ballot access.

- Charter Review Commission has 13 members:
  - One County Commissioner
  - One Constitutional Officer
  - One Member of the Legislative Delegation
  - One City Elected Official
  - Nine Citizens
  - [www.pinellascounty.org/charter](http://www.pinellascounty.org/charter) and apply at <https://www.research.net/s/charterreview>

Topics for the Appointing Authorities meeting on April 24, 2015 at 8:30:

- FACE
- Personnel Rules
- Wellness Training (Breakfast Bites; Lunch-n-Learn) – use administrative leave or annual leave? Looking for consistency in how this is done
- Charter Review Commission
- FRS
- Picnic – Scheduling one at a time when the Clerk's Office might be closed?
- Discussion about back-pay when a termination is followed by re-instatement

Speakers for upcoming Delegate Meetings:

- FRS representative
- Marty Rose, BTS

Suggestions:

- Should we limit time allotted for a speaker?
- Issues with not hearing the speaker or the questioners

## **Adjourned**

Mike Powell made a motion that the meeting be adjourned at 4:30 pm, and it was seconded by Hazel Lane.

*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.