



Employees' Advisory Council – Representative Meeting Minutes

County Office Annex, Room 429, Clearwater, FL

Wednesday, May 20, 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

Chuck Mangio motioned to approve the EAC Representative Minutes for April 15, 2015. The motion was seconded by Peg Poole. The minutes, as amended, were approved.

Comments from Director of Human Resources – Peggy Rowe

Excise Tax

There will be a meeting on 6/22/15 [[rescheduled to 7/28/15](#)] to discuss the Excise Tax or “Cadillac Tax” on medical benefits. The Affordable Health Care Act assesses fees to employers who provide health insurance benefits that exceed the Gold and Platinum federal guidelines. Beginning in 2018, our Healthcare Plan Cost will be assessed a value by the Federal government and a tax assessed per employee per month.

Personnel Rules Review

Before the Personnel Board approval, the draft will come to the EAC and the Appointing Authorities with plenty of time to read and review.

The point of the review is to look at all the separate changes that have been made over the years and what they have done.

One goal of the revised rules is to put “like with like”. For example, all rules regarding leave time or compensation should all be in the same area.

The Committee is also looking at the Special Act to ensure that any proposed changes are pursuant to the Act. For example, an area like Workers Compensation is already covered by another authority.

- Pay & Classifications will show definitions only
- Filling positions: Eligible Register / New Hire
- Voluntary – Non-Voluntary Demotion
- Wage & Salary Registration
- Define Pay Plan
- How will merit be awarded
- How will promotional increases be handled

Reviewing the disciplinary section has been a long process. In some cases, infractions have been combined. Grievance rules need updating.

- Grievance Rule: what can be appealed?
- Make the options for next steps

Political Activities (per the Special Act) – proposed change to Personnel Rules to state that classified employees may not run for office. The law does not specify that an exempt employee cannot run.

The Appointing Authorities meeting – comments on the professionalism of the EAC and employees in general.



Inconsistencies in pay for line item certifications

This includes employees in Utilities. It is becoming apparent that not everyone involved feels that employees are owed back pay but yet would like those that have received certification pay after leaving the department to reimburse the County. This does not appear to be fair and equitable. As an advisor to the Personnel Board, the EAC Chair will inform the Board of this subject.

Comments from Dave Blasewitz – Benefits

Question:

Express Scripts are not meeting the level of service that we as County employees are required to meet, and that we do meet. Why do we accept inferior service levels?

Answer:

- Medco is a subsidiary of Express Scripts.
- Express Scripts is managing the plan that was created by the County.
- Please keep in contact with Benefits since each problem is its own unique issue.
- Mistakes can happen, but excessive mistakes are not tolerated.

Healthcare Clinic & Wellness Center

We're pretty close, maybe another couple of months before a contract can be presented to the board. After approval there will be an implementation period.

What about a UHC representative replacement for Cathy Baker?

There will be a different focus. The new rep will not focus on complex claims assistance but connect employees with resources including UHC and non-UHC services to help them better manage their health. [For now, contact UHC Member Services at 888-478-4752 which is the number on the back of your ID card.]

Will the Lifescan (in-depth medical screening) be available to employees? The Sheriff offers it. Not yet being considered for the County employees.

New Business – EAC Bylaws

Due to recent reorganization within the BCC, Lisa will be transferred from DEI Finance to Purchasing. Lisa is concerned that she be able to continue to serve the group that she originally represented upon election to the position of Chair.

The Council looked at Article V of the Bylaws regarding the composition of the Employees' Advisory Council which requires 15 Representatives.

Is a change required for Lisa to continue to represent the same group? The result of the discussion is that no change is needed.

The Council will look at elections, nominating, times, and methods of campaigning for both Representatives and Delegates.

Committee Reports

Charles Toney has applied for the Charter Review Commission.

Advocate Program

A new advocate attended a pre-disciplinary hearing. An advocate does not have to take the case if he or she is uncomfortable with it. It is possible that an employee may not have evidence to dispute any of the disciplinary action. Relationships can differ between each advocate and employee. Attempt to



Employees' Advisory Council



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

APPROVED BY THE EAC

let the employee articulate their side as much as possible. Help the employee to better understand what has and is happening.

Charles Toney:

Currently the minimum pay increase for a promotion is 4% for 1-2 pay grades and 8% for 3 or more pay grades. It is possible that changes will be made again as far as the changes made in 2011 to the old 3% - 6% - 9% from the 2% - 4% - 8%.

Will the midpoint be the basis for raises?

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

(Donna Beim attended for Hazel Lane)