



## **Employees' Advisory Council – Delegate Meeting Minutes**

Extension Services, 12520 Ulmerton Road, Largo, FL

Thursday, January 28, 2016, 8:00 a.m. – 10:00 a.m.

### **Call to Order**

The EAC Delegate meeting was called to order at 8:10 a.m. by Chair, Lisa Wombles, followed by the Pledge of Allegiance.

Lisa Wombles asked the Representatives to introduce themselves. Lisa announced Peg Poole as Secretary and Richard Carvale as Vice-Chair.

Holiday Giving - The total donation amount for The Christmas Wish Foundation was \$930. Next year we hope to increase that total and begin the request for donations earlier.

### **Guest Speaker** – Joan Read, Human Resources Training Officer

Joanie Read stated she was proud to be asked by the EAC to speak at the Delegate meeting.

[View Joanie's presentation at [www.pinellascounty.org/hr/training/pdf/EAC-presentation-012816.pdf](http://www.pinellascounty.org/hr/training/pdf/EAC-presentation-012816.pdf) ]

The HR staff has improved the website to be more user friendly and can link the resources directly. The below services provide a variety of resources and classes:

- Professional Development Advisory Committee (PDAC) – works with departments for specific training needs. The representatives for this committee are chosen by the Appointing Authorities.
- Training Consortium Catalog is available on the website and in OPUS through OLM.
- Leadership Training -
  - Certified Public Manager
  - Supervisory and Management Competencies Series
  - Leadership Enhancement and Development Program (LEAD)
- Resource Library
- Two-Minute Tuesday Videos
- Microsoft Office 2013
- Tuition Reimbursement
- GCF Learn Free
- Leadership Enhancement And Development (LEAD) replaced Succession Management

A new icon has been placed on every employee's computer for ULearnIT. Specialized training is offered. For additional information on Training & Development, contact HR at 464-3796 or [training@pinellascounty.org](mailto:training@pinellascounty.org)

### **Comments from Dave Blasewitz, Director of Human Resources (Interim)**

The new rules are in effect and they have received many hits from employees reviewing them on the website. If anyone has questions about the rules, they can contact Lisa Wombles or Human Resources staff, or send in questions through the HR website. [see [www.pinellascounty.org/hr/rules](http://www.pinellascounty.org/hr/rules)]

The new benefit year started Jan. 1, 2016. There are new deductibles for prescriptions. There are no changes in the benefit packages, FSA or disability. Anyone having problems with prescriptions should contact Benefits directly. The Standard is to be contacted directly for FMLA or Short Term Disability (STD). Dave is meeting with The Standard to discuss the issues the Pinellas County employees have brought to their attention.

The topic of benefits for employees who started as temporary and are now full time employees is being discussed with the Appointing Authorities. They must take all aspects of the benefits into consideration before making any changes.

A question was asked about the lack of hot water in the Wellness Center, especially in the morning. Dave will talk with Real Estate Management about the situation.

### **Florida Retirement System (FRS)**

Charles Toney discussed possible changes that may occur to the current Florida Retirement System benefit plan this year. One recommendation is to default all new employees to the investment side of the FRS. With up to 60% of employees not staying long enough to vest in the pension side of the FRS, the recommended change would reduce the funding currently coming into the FRS pension. As more information is discussed about possible changes to the FRS, he will let everyone know. Charles has e-mailed two of our Representatives with FRS funding concerns and prepared a letter which he will share with employees who wish to reach out about their dislike regarding potential changes. He will also provide contact information for the different representatives depending on where you reside.

[ [For more information, see FRS 2016 Legislation.](#) ]

### **HR Director Recruitment Process**

Lisa Wombles provided an update in the Human Resources Director search. The committee has asked Lisa's input on parts of the selection process. Overall there were 49 applicants. No internal Pinellas County employee applied. The committee has narrowed the potential candidates list to five people. The new Director could possibly be selected by April 2016; the final decision will be made by the Pinellas County Personnel Board.

### **Upcoming Meetings**

Personnel Board meeting is Feb. 4, 2016

Employee Advocate Class will be held on February 26, 2016 @ 2:30 p.m.

### **Adjourned**

Lisa Wombles*	Richard Carvale*	Peg Poole*	Linda Cahill*	Rich Castle*
Hazel Lane*	Doris McHugh*	Mercedes Pearson	Randy Rose*	Mario Ruggia
Ashley Skubal*	Charles Toney*	Lisa Wright*	Steve Yeatman*	

\*EAC Representatives in attendance at this meeting.