



Approved by the EAC

Employees' Advisory Council - Representatives Meeting

Wednesday, May 16th, 2012, County Annex, Room 429, 2:30 p.m. - 4:30 p.m.

1. Charles Toney called meeting to order at 2:30 P.M.
2. Introductions
3. Approval of Minutes: Minutes for the April 18, 2012 meeting were approved. Motion made by Tim Clark, 2nd - Ira Wolf.

Health and Wellness, Dave Blasewitz: Meetings with departments on incentives are going well. Call if you want Dave to come out and give a presentation to your group. A general notice will be mailed out the week after the holiday letting employees know if they have met or still need to complete the health assessment and blood work to have the \$500.00 insurance surcharge waived. Employees have until August 31st, 2012 to complete. Discussed receiving calls from UHC health coach. This is a value added benefit to assist in reaching your health goals. Cost of blood tests - should be no cost if done as yearly physical. Cannot use new hire or fire physical as they are not done through United Health Care. Pinellas County is self-insured, we pay the claims. United Health Care processes the claims. The County contributes approximately \$10,000.00 annually per employee. 20% of employees use 80% of the funds. Medco mail in service is not required, strongly encouraged as it is cheaper. The \$500.00 surcharge will be used to pay claims. If employees have no access to a home computer, they can fill out their assessment at work.

4. Comments from Peggy Rowe, Human Resources Director: Please view the new videos produced on the Wellness Incentives. - Employee asked for closed caption to be added to all videos. Human Resource is assisting in the implementation of a leadership model designed to encourage employee engagement and high performance. The idea is to provide skill development throughout the organization that eventually will allow decision making skills at all levels based on all facts and stakeholder input.

Lisa Wombles asked why the county had to hire an outside contractor to implement the program and at what cost? Human Resources and other trained facilitators throughout the organization are administering the skills development sessions and will eventually administer other components of the skills development opportunities. The consultants have been used by the administrator to introduce and expose employees to various aspects of what it means to be high performing.

Why are new hires getting hired in at above the minimum? Peggy Rowe: Although not very common, this is not new. If a person has vast experience in the field, they might be hired above the minimum entry wage. Just as if you were to get hired at another organization to do exactly what you are doing here, you would expect to begin at a salary higher than the entry level.



Employees Advisory Council



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

5. Comments from Bob LaSala - County Administrator: Mr. LaSala compared the budget to the USS Cole - referring to the Medicaid funding mandate issue from the state that came out of nowhere. He believes there is hope the amount owed will shrink once an ordered audit has been completed. Pinellas County has joined the Florida Association of Counties lawsuit against the state Medicaid funding mandate. There will be some very difficult decisions to be made by the County Commission regarding the budget. The stabilization fund, which has been put aside during the past few years, will not be enough to close the gap. They will have to look at cutting additional services or raising taxes or both. The only place to get this kind of money is Health and Human Services, Public Works, Parks or the Sheriff. The board feels we have reached our limit on cutting services. This is not a short term problem and it will not be going away. The budget will be presented to the Board of County Commissioners in July with different options, including a ¼ mil tax increase. Mr. LaSala is very aware of the pressure we are all under in the market place. He is very concerned about the ability to attract and retain talented employees.

Meeting Adjourned at 4:30pm - Clare McGrane - Motion, Mike Powell - 2nd

Charles Toney, Randy Rose, Lisa Wombles, Hazel Lane, Mike Powell, Ira Wolf, Pam Traas, Christina Mallon, Dave Blasewitz, Peggy Sellards, Peggy Rowe, Tori Tipton, Bob Warmuth, Tim Clark, Clare McGrane, Sam Rastom, Joshua Chance

NEXT EAC Representative Meeting: June 20, 2012.



Employees Advisory Council



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

Approved by the EAC

Employees' Advisory Council - Delegates Meeting

Thursday, May 24, 2012 8:00 to 10:00 am.

1. Charles Toney called meeting to order at 8:00am. Pledge. No smoking on grounds reminder. Refreshments are supplied by Rep donations.

2. Introductions: A sign-in sheet has been filed and made part of the record.

3. Comments from Mark Woodard, Assistant County Administrator: Presented an overview of the budget. Pinellas County budget is over a billion dollars. Compared to one's personal budget the county budget has hundreds of different revenue sources. Also, the county budget is restricted by state law and funds can be used for specific purposes. This is very different from a personal budget where the monies from one's job, investments and part-time work can be used to buy anything. The restrictions on the use of monies in the county's budget has created some confusion and frustration. Examples were: 5% Tourist Development Tax of which \$600,000.00 will be used to fund an event at Tropicana Field during the RNC. The Tourist Development Tax can only be used for the promotion and marketing of Pinellas County as a destination and beach renourishment. It can not be used for salaries outside of those in the Convention & Visitors department. The Gas Tax can only be used for transportation, but can also fund some salaries. The Penny for Pinellas can only be used for "bricks and mortar" projects. Mr. Woodard encouraged everyone to view the 10 year budget forecast and financial plan on the OMB website. This forecast is built on the assumptions based upon the best information available. It is updated frequently as new information becomes available. Two thirds of the General Fund comes from property taxes. Property values have dropped 35% overall and some departments have been cut up to 50%. Expected a hole of \$12 million dollars for FY 2013 and a hole of \$22 to \$37 million in next 9 years. Due to financial prudence and the money placed in the service level stabilization fund (\$29million) we were scheduled to use half this money for 2013 and half to plug the hole in 2014. Then came the Medicaid financial mandate bill passed by the State of Florida that will impact Pinellas County by an additional \$12 million dollars in FY 2013 and \$69 million over the next 10 years. The mandate has adjusted the formula of the Medicaid payment and places the burden of proof of residency on the counties. This unfunded mandate has increased the budget hole from \$12 million to \$24 million for FY2013. In the last five years, the overall General Fund has been cut by 35% and the Parks Department has been cut by about 50%. To have any impact on the budget hole, we would have to not only close, but sell our parks in order not to have to maintain them. We would also have to eliminate all the remaining departments, Purchasing, Management and Budget, and so on. Good News - there is the option of raising the property taxes by ¼ mil, this would equate to approximately \$25 for the average homesteaded property. This would generate enough money to pay the unfunded Medicaid mandate. Three commissioners have said they agree with the increase, Mr. Welch, Ms. Latvala and Norm Roche. Also, the property values have only decreased 2% instead of the projected 4%, which generates about \$5.7 million additional dollars. Bad News - Foreclosures are increasing, which if they flood the market with low priced properties, the values could drop further. The Florida Retirement System lawsuit should have a ruling by the fall of this year and if it is in favor of the employees, the County would need to re-budget the amount to pay their share



Employees Advisory Council



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

for FY13 approximately \$13 million dollars. There are also ballot initiatives that will erode the budget further if passed in November. Good News - The just completed citizen survey shows

that most citizens are happy with their county government and value the services that we provide. The County Administrator recognizes that most employees have been without a pay raise for 4 years and he also believes that the employees are the most valuable asset we have. The \$29 million in the stabilization fund came from past reductions in the general fund and departmental savings. It was meant to bridge the gap when the economy began to turn around. The 3% that the county did not have to pay into the FRS was used to help balance the budget in the current year (FY2012). Contact Mark Woodard with any questions 4-3093. Please educate family and friends about what services they have already lost and about what they will lose if the ballot initiatives are passed.

4. Comments from Paul Valenti, Human Rights Director: "Diversity Initiatives" - All need to expand and recognize the many forms of diversity, such as generational, cultural, disabilities, etc. Please attend Diversity inclusion meeting on June 14th, 2012 at 10:30am at the Swisher building 509 East in Clearwater.

5. Comments from Peggy Rowe, Human Resources Director: Has held 60 listening sessions so far. Employees are chosen at random and questions such as; "If you were the boss what would you do tomorrow?" (Questions or answers of raises and more staff stay off the table). No direct supervisors will be included in sessions. After the sessions, Ms. Rowe then meets with the Directors and Appointing Authorities.

Training opportunities: Leadership Development and Succession Management.

New philosophy being introduced from management down, "High Performance Philosophy" A philosophy that strives to get people engaged. Performance Management.

There have been mixed feelings about the new performance appraisal. Laura Berkowitz is holding focus groups to discuss.

Personnel Rules are being updated: Do they fit today's workplace? Any area to consolidate? Please review and send any comments to Charles Toney.

Any discussion on peer reviews? Yes - looking at 360 reviews - peers, subordinates, etc.

It was brought up that the County Administrator was reviewed with the old form. Ms. Rowe stated it was simply an oversight.

6. Mary Flockerzi and Dave Blasewitz, Health and Wellness update: Pinellas County Health Plan costs \$45 million per year. The county is self-insured. If we stay healthier as a group, we will have to pay less. The activities and amounts for the incentives have changed. All employees will receive a letter within the next two weeks advising if they have met the criteria to wave the \$500.00 surcharge for next year's insurance. You have until August 31, 2012 to meet the criteria. Employees and covered spouses are eligible for up to \$200.00 in incentives. Spouses are not eligible for the educational series. Check the wellness page on the Human Resource website. Telephonic health coaching is available. When they call, they will ask personal questions to ascertain if they are speaking to the correct person. Carolyn Mann is the contact for insurance questions and can be reached at 464-5131. Annual physical requires no co-pay. You must make sure that your physician is coding this correctly. Cathy Baker is the UHC Representative and can be reached at 461-7557. MYUHC.com.



Employees Advisory Council



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

[**HR addition regarding coding of health care claims:** Claims are paid in accordance with how the physician codes the visit. A physician's staff might code a physical as a general exam such as one for ongoing conditions. This could be inadvertent or it could be correct. Sometimes physicians' offices will re-submit the claim and sometimes they may not. Either way it would qualify for incentive purposes as a biometric exam. Cathy Baker (ph. 461-7557), our United Healthcare representative, can assist members with these types of issues.]

7. Committee Reports - Charles Toney: FRS has changed the amount they pay into the retirement investment accounts to reflect approximately the same reduction as the 3% from the regular retirement plans. Personnel Board - Request for an update on the personnel rules came from the EAC appointee, Keith Dekle.

Meeting adjourned.