



Employees Advisory Council



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

APPROVED BY THE EAC

Employees' Advisory Council - Representatives Meeting
Wednesday, July 18th, 2012, County Annex, Room 429,
2:30 p.m. - 4:30 p.m.

Charles Toney called meeting to order at 2:30 P.M.

Motion made by Ira Wolf and seconded by Clare McGrane to approve the meeting minutes of June 20th, 2012.

Comments from Human Resources - Peggy Rowe discussed the Principles and Qualities of Genuine Leadership training and offered it to the EAC Representatives. The class is scheduled for August 15th, 2012. Dave Blasewitz has continued his meetings with employee groups about insurance and has received very positive feedback. There has been a huge uptick of people completing their United Health Care Assessment. An additional letter will be sent out around August 1st, 2012 to update employees. Human Resources will contact any employees who have not completed their assessments to assist with the process if needed. Health coaching is going well and being utilized by many employees.

Personnel Board Update: 7-12-2012 A termination appeal was presented and the employee was represented by an employee advocate. The Personnel Board overturned the termination action, but supported the basis for discipline. The case was remanded back to the Appointing Authority for alternative discipline. Clarification of requirements by Risk Management on the County Drivers License vs. a Florida Drivers License was discussed. Next month's meeting - August 2nd, 2012.

Committee Reports: Legislative - Mr. Toney stated the Florida Supreme court is set to review the FRS issues on September 5th, 2012.

Leave Exchange Revisions: Mr. Blasewitz stated that the revisions are in progress and Human Resources will begin sending out information to employees before Labor Day.

Personnel Rules Review Committee: Hazel Lane stated the first meeting on the review of Personnel Rules was held on June 20th, 2012. A subcommittee was formed to look at the disciplinary rules and will report back to the entire review committee.

Old Business: DEI Delegate Areas: 4 Representatives will be covering the new areas. November Representative meeting changed to November 14, 2012 due to Thanksgiving Holiday.

New Business: Peggy Sellards has created an updated list of all Representatives and Delegates. EAC Elections are coming up in November and the Election Committee will be selected and nominations are scheduled in September. The ballots for the election will be distributed on the 2nd payday in November. The areas up for election are BCCIII, BCCIV, BCCV, BCC VII, Clerk South, At Large, Other Appointing Authorities and Tax Collector. The election for EAC Chair, Vice Chair and Secretary is held in December. Any newly elected EAC Representatives are welcomed to attend the December meeting; however it will be their predecessor that will vote in the EAC officer election.

Motion to adjourn was made by Ira Wolf and seconded by Lisa Wombles

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

NEXT EAC Representative Meeting: August 15th, 2012.



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Employees' Advisory Council - Delegate Meeting

Thursday, July 26th, 2012 8:00am to 10:00am.

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

2. Comments from EAC Chairman - Charles Toney: The Representative Elections are coming up. They are for a two year term. Personnel Board: At the 8-2-2012 Personnel Board Meeting, there was a termination appeal. The employee was assisted by Kim Samojeden, an employee advocate and the discipline was reduced and the employee was not terminated. Looking to Risk Management to clarify valid/restricted Florida Drivers License vs. what Pinellas County Drivers License requires. The EAC receives FRS and other information from the Florida Association of Counties (FAC). Commissioner Ken Welch has been elected as the 1st Vice President and Commissioner John Morroni is on the Board of Directors of the FAC. Commissioners Ken Welch and Commissioner Susan Latvala received the Presidential Advocacy Awards from the FAC.

3. Comments from Director of Human Resources - Peggy Rowe - Thanked all employees for the good work they are doing for Pinellas County. She also thanked the committee that is working on revising and updating the Personnel Rules. Clarification - Risk Management policy does not allow employees with suspended licenses to drive a county vehicle and that will affect a position that requires driving in their job description. [HR note: The Risk policy currently stipulates that an employee who has any encumbrances on their driver's license may not drive a County vehicle or their own vehicle on County business.]

Question: Are newer hired employees coming in at a higher rate? Some employees are brought in above the entry level pay grade according to their experience. This is not a standard practice, but does occur on occasion.

4. Health and Wellness Update - Dave Blasewitz - Each Department has a wellness champion. Employees will receive another letter next week updating their status on completion of the Health assessment. The incentives are paid quarterly and the next one will be in the August 3rd paycheck. Employees must check with their physicians to make sure the coding is correct. UHC, under contract, must pay the way it is coded. The deadline to get your biometric screening and complete your assessment is August 31st, 2012. UHC will have a site upgrade on January 1st, 2013. Pinellas County's rule for maintenance medication is as follows - Can purchase a 30 day supply three times, and then you must purchase a 90 day supply to avoid higher cost. This can be either through retail or through the mail. Spouses can also qualify for incentives.

5. Pinellas County Human Resources Presentation Part 2 - Total Compensation - by Dave Blasewitz. Video of the presentation to be posted on Human Resources Web Site.

Break



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6. Committee Reports -

Charles Toney: Legislative - The Supreme Court hearing on the Florida Retirement System changes is scheduled for September 5th, 2012.

Hazel Lane - Personnel Rule Committee - Ideas suggested - Disciplinary policy should include coaching and counseling. Her committee has compared Pinellas County disciplinary rules with other similar communities. Also should have written employee responsibilities and supervisor responsibilities.

Lisa Wombles - Employee Advocates - Additional Advocates are needed.

7. Open Discussion - Josh Chance - Supervisor of Elections reminded everyone of the August 14th, 2012 primary. Any questions - 464-VOTE.

Mr. Toney requested that all employees take a look at the Personnel Rules and contact your EAC Representative or Human Resources with any suggestions.

Hurricane question: Felt the employees that are called out to work during or after a hurricane or other disaster should be compensated at a different "emergency" rate, because many employees are paid to stay home. [HR note: See Item G in the Personnel Rules - <http://ups.co.pinellas.fl.us/actrule/rules/rule11.htm> for clarification of applicable pay during declared emergencies.]

Tax Collector is having a food drive for RCS in August. Contact them for donation drop off locations.

Discussion on pay - Asked about giving one day off for meets expectation and two days off if exceeds on yearly evaluations. Salary Ranges - When money becomes available for raises, the ranges will be looked at.

Break and lunch times - No law requires breaks or lunch. If granted a lunch, it is unpaid time and should be uninterrupted.

Meeting adjourned.