



Employees Advisory Council



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

APPROVED BY THE EAC

Employees' Advisory Council - Delegate Meeting
Thursday, September 27th, 2012 - 7:30a.m. to 10:00a.m.

1. Charles Toney called meeting to order at 7:35 a.m. Pledge.
2. Administrators Office Update – Bob LaSala – Charles introduced Mr. LaSala and informed the group that the recent benefits to the County employees were being discussed by the BCC, Appointing Authorities, and the Administrator prior to the Sherriff announcing his intent to provide a cost of living increase to his department.

Comments from Mr. LaSala:

- He thanked everyone for their hard work and dedication.
- We need to do a better job presenting to the Board evidence of what we've accomplished. We need to share with the board as we go, what we're doing, accomplishing now. How we compare to others.
- The time off and one-time cash "bonus" was under discussion for quite some time. The cost of providing the \$1200.00 to the employees is about \$3.5 million. Part of this cost is coming out of the Service Level Stabilization Account.
- We need to tell our story of quiet determination; we're the most important resource – the intellectual capital of the organization (intangible asset)
- Retain talent – attract talent
- To maintain our level of services we need greater resources. We have to look outside the box, our employees are the ones that can do that because they are the ones out in the field doing the work. Citizen surveys will be used to determine target level of services.
- We need to keep the workplace contemporary, competitive & flexible and need to change out mind-set and ways of thinking – Keep It Simple.
- We have a great work ethic, which you don't find in a lot of organizations.
- We should not change our values or principles to protect our assets.
- Greed: People see that we as County employees are getting something that they as citizens are not getting.(ex. pensions)
- We have trust from the majority of Board members and need to build on that trust. We need to be provided w/continuous learning.
- The public's perception needs to change through our efforts – we need to create a Citizen Partnership not just provide customer service.

Budget – Mr. LaSala will likely recommend tax increase for the next 2 - 3 years

- We will hit some major limitations by July 2014 if we don't start now by trying to increase revenue. 2014 is the year we will run out of time and really be in a jam with the budget.
- Gap between the revenue and expenditures next 10 years
- Find additional ways to decrease spending
- Unfunded Medicaid mandate
- Structural imbalance (election years two years in a row)
- Be creative, look for ways to offset costs.
- Employees need to take the time to look at the forecast of our budget: (located on the Intranet)
 1. Increase revenue
 2. Decrease expenses
 3. Shed services



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Q & A and Delegate comments

- Pinellas County employees are also citizens and tax payers
- Getting everyone on board for High Performance Organization (HPO) without repercussions
- Need clear expectations & mutual responsibilities
- Can no longer send inconsistent messages
- Hold each other accountable
- Many supervisors/ managers are “jaded” and don’t want to try new stuff
- Employee suggestion page is still on website

BCC Norm Roche was also in attendance and commented on the work force keeping up with less employees, future budget concerns, and his desire to compensate the employees for their hard work.

3. Comments from EAC Chairman – Charles Toney -

- Personnel Board Updates
- Need for more employees to be involved in the Advocate Program

4. Comments from Director of Human Resources - Peggy Rowe -

- Personnel Rule Revisions are being worked on - simple paragraphs and making them easier to understand. Suggestions for revisions are still being accepted.
- The EAC desperately needs more advocates. Lisa Wombles heads up the advocates. This is non-legal and you will learn to present cases to the Personnel Board. A five-year requirement was put in because the five-year employees know how the county works. If you’re committed and dedicated and have drive, the 5 year requirement can be waived. The Personnel Board is very fair with disciplinary actions or terminations. Employee Advocates work with the employees.
- Even with morale sometimes low - we are all still doing a good job!

5. Comments from Dave Blasewitz – Human Resources Benefits -

- Our insurance cost will increase by 8% next year. A single month increase is \$1.20, family between \$20 -\$30 a month.
- Peggy will personally call everyone who didn’t complete health assessment. There are around 200 employees that did not complete the minimum requirements and will incur the \$500.00 premium increase.
- Annual enrollment for insurance changes will be from 10-29 to 11-16. Dave or Peggy Rowe will come and talk about annual enrollment to departments if they would like.
- Annual Exchange – Information will be coming out in around 10 days. Once you put your time in, it’s locked in, you can’t change it. Someone from Human Resources will also come out and talk to employees about this. You may be able to have a one, two or four-time pay-out. They are working on this. The enrollment for decisions for annual leave exchange next year will also be between 10-29 to 11-16. The annual exchange will be taken from the hours you accrue in the new year. You can not use hours you accrued from previous years because of the Federal Tax Code.
- There will be a webinar for annual enrollment.
- The health incentives payout second pay in October or first in November.
- Medco merged w/Express Scripts. Express Scripts will be the new name. Everything stays the same including co-pays.
- Hartford will be acquired by Mass Mutual – Your Hartford rep will help you if you require assistance.



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- Cigna Dental plan will be going up slightly on single plans. No change for Safe Guard. The increase is to go up the first pay of January.
- Dental coverage to be discussed at the November meeting. Discussion will be to pay a little more to get a larger % of savings.
- The health assessment will be required next year – 95% of the employees completed their health assessments and bio screenings and will save \$500.

6. Committee Reports

- Legislative - 3% FRS - Florida Supreme Court – there is no time line on decision. There are 10-11 Amendment issues on the November ballot. Amendment four would decrease money coming into our tax base. Property taxes may go up in future to compensate for lost revenue.
- Personnel Board meetings are the first Thursday of the month. It's a great way to see the advocates at work.

Meeting adjourned.



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Employees' Advisory Council - Representatives Meeting

Wednesday, October 17, 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 - County Commissioner Karen Seel, and Katrina Shisler - DEI
3. Approval of Minutes: Minutes for the September 19th, 2012 meeting were approved. Motion made by Ira Wolf, 2nd - Hazel Lane.
4. Comments from Peggy Rowe, Human Resources Director: Meetings are continuing on the review and updating of the Personnel Rules. Funeral leave will be reviewed. Dave Blasewitz: Regarding the dispute between United Health Care and Baycare providers - this will affect Medicare only our retiree population only. We are expecting this to be resolved. Annual enrollment will begin on October 29th through November 16th. [HR update: Annual enrollment has since been extended to November 30th. On October 24th HR became aware the dispute also impacts active employees and their families. An email alert issued October 26th provided employees with the information on hand at that time.] Domestic partner coverage will be offered in 2013. Additional information will be forthcoming on the process for annual exchange of leave for 2013. All are welcome to invite Benefits to come to your work place and discuss the annual enrollment, annual exchange or the incentive programs, contact # 464-4570. The insurance is expected to increase by around 8% to cover claims and the reserve required by the state. The incentive dollar amount will remain the same, but the offerings will change to include some fitness incentives as well as financial and emotional wellness programs. A financial planning class will be added into the training catalogue.
5. Personnel Board: 10-4-2012. No appeals. 11-01-2012 a Grievance appeal is scheduled.
6. Committee Reports:
 - Legislative - Mr. Toney stated there has not been any update on the FRS lawsuit. Encouraged everyone to review all the amendments that will be on the ballot in November. Karen Seel stated the Supervisor of Elections has a link to the Amendments.
 - Personnel Rules: No updates at this time.
 - EAC Elections - Paperwork due in by Friday for the Nominations.
 - Advocate Program - Nice article in the Pinellas Pen. Looking for possible volunteers from retired employees.
7. Old Business:
 - November EAC Rep meeting date change from 11-21-12, the day before Thanksgiving, to 11-14-12.
8. New Business:
 - Mr. Tragos will not be able to continue as one of the EAC appointees to the Personnel Board, looking for suggestions on a replacement.
 - Topics for the upcoming EAC/Appointing Authorities meeting were discussed.
 - County Commissioner Karen Seal requested that a copy of the minutes of each EAC meeting be sent to all County Commissioners.
 - Discussion on updating Violence in the Workplace training to include bullying.

Meeting Adjourned - Tori Tipton - Motion, Ira Wolf - 2nd

In Attendance: Charles Toney, Randy Rose, Hazel Lane, Mike Powell, Ira Wolf, Pam Traas, Christina Mallon, Peggy Sellards, Jim Valliere, Peggy Rowe, Tori Tipton, Bob Warmuth, Tim Clark, Clare McGrane, Sam Rastom, Mercedes Pearson, Mary Flockerzi

NEXT EAC Representative Meeting: November 14th, 2012.



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Employees' Advisory Council - Representatives Meeting

Wednesday, November 21, 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 - Ryan Ryczek with Watershed Management, Irena Milasinovic with Communications
3. Approval of Minutes: Minutes for the October 17th, 2012 were not approved - quorum not present
4. Comments from Peggy Rowe, Human Resources Director: Dave Blasewitz for PR
 - Employee recognition pay went out in our last payday. The time off can also be seen in Opus.
 - Annual enrollment has been extended until 11/30/12
 - Baycare & UHC dispute is moving forward. On 10/26/12 a letter was sent out to employees notifying them of the dispute between UHC and Baycare. Baycare has chosen to leave the network. Baycare has asked for a 22 % increase which would raise our costs by 2.6 million dollars. Usually disputes go on down to the wire or the 11th hour. If a doctors group is allowed to admit to an in-network hospital, then UHC will cover them. If they admit to an out-of-network hospital then UHC will not cover. Baycare also validated that if they are considered out-of-network, you will not be turned down for services in the hospital even if it is not an emergency.
 - The Appointing Authorities are the ones who decided to have the employees complete the health assessment and biometrics not UHC.
5. Personnel Board - no update at this time, next meeting scheduled for 12-06-12. [HR update: This meeting was cancelled.]
6. Committee Reports
 - Legislative - nothing new with FRS 3% mandatory contributions
 - Personnel Rules - still reviewing discipline rules; funeral leave also being reviewed
 - EAC Elections - ballots go out on 11-16-12, due back by 12-07-12, count 12-11-12
 - Advocates - need more
7. Old Business
 - EAC / Appointing Authority Semi-annual meeting review - AA's signed up as EAC Delegate Meeting speakers
8. New Business
 - EAC Appointee to the Personal Board - George Tragos not able to continue - looking for candidates.
 - Communications Liaison - Irena Milasinovic - positive County news and short on-the-job interviews
 - EAC election of officers for 2013 at 12-19-12 Rep meeting
- Delegate meeting - 3rd and final presentation from HR - Jim Valliere
- Performance Appraisals: Jean Magee stated there are no changes in the competencies on the form as of right now. We are hearing of areas where no "Exceeds" is standard - Jean requested names to contact. Reviews need better definitions of what it takes to "Exceed".

Meeting Adjourned - 4:00 p.m.

Charles Toney, Randy Rose, Hazel Lane, Mike Powell, Christina Mallon, Tori Tipton, Jean Magee



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Employee Advisory Council – Delegate Meeting
Thursday, November 29th, 2012 - 8:00 a.m. – 10:00 a.m.

1. Call to order and pledge – EAC Chair – Charles Toney 8:05 a.m.
2. Guest introductions – Keith Dekle – EAC Appointee to the Personnel Board
3. Comments from EAC Chair – Charles Toney
 - Personnel Board updates – nothing major at this time, light agenda for December – may postpone to January. George Tragos will be stepping down after several years as one of two EAC Appointees to the Personnel Board, EAC is currently seeking candidates to fill this position.
 - Met with Communications Department – established liaison to forward “positive news” about Pinellas County employees and our work. Example was the Palm Harbor pipe project where more than a dozen gopher tortoises were safely relocated and the County saved over \$40,000.00 by doing the work with in-house staff instead of using a private contractor. This was set up in response to conversation with the recent joint EAC / Appointee Authorities meeting. Our contact person is Irena Milasinovic. They would also like to do several short interviews of Pinellas County employees at work.
4. Comments from Director of Human Resources – Peggy Rowe
 - Peggy introduced Mr. David Lewis, CEO of United Healthcare – Mr. Lewis & his UHC entourage of seven people, representing accounting, physicians, Medicare, transitions, etc. are building a support system to help their on-site rep, Cathy Baker, with employee concerns and to find network alternatives. Most vulnerable are routine treatments and services.
 - Specialist requires labs & x-rays. Normal routine is to go to a facility, but that facility may no longer be a participating facility
 - Continuation of Care form – goes to UHC for review.
 - UHC staff confirmed that general practice/primary care physicians can also complete the Continuation of Care form.
 - Maternity – not limited to 3rd trimester (survives the termination of contract)
 - Continuity or transition of care for ongoing disease (kidney, chemo)
 - Pain Management – will be looked at on a case by case basis
 - What if the primary is also the specialist? Continuing only for the disease or medical condition
 - Time limit for transition is case specific
 - Continuity of Care should not be inappropriately interrupted. Decision making process is taking up to 48 hours
 - UHC does not need patient medical information, but do need the Dr's information
 - Affects 30% of population – 450,000 patients in Tampa Bay area

Negatives of ongoing situation. Pinellas has a higher population in winter months. Without use Baycare facilities, the other facilities could become overcrowded.

Pinellas County employees, retirees, and dependents – about 8,000. UHC pays Baycare about \$350,000,000 per year for Pinellas County employee and retirees.

Other area employers affected: City of Tampa, St Petersburg, Largo, Pinellas County Sheriff's Office, and Wellcare Network website needs to be updated.

In Network deductible is separate from the Out-of-Network deductible.

Medical Facilities- Participating level benefits – UHC is reaching out to doctors who are not participating in non-Baycare hospitals and asking them to consider participation in the non-Baycare hospitals.

Hospitalist: Doctor on hospital staff who does only rounds within the hospital. Can work with outside physicians to keep them up-to-date on their patient status. (Frees up doctor and patient may be seen more often in hospital)

Contract with BayCare was terminated on November 26, 2012 due to unsuccessful negotiations concerning BayCare's requested 22% increase. Negotiations will continue, however, a deal may never be reached. Therefore, all previously in-network BayCare providers are no longer part of the network and out-of-network charges will apply if care is continued through such providers.

Q & A with United Healthcare CEO and representatives:

*Note: An "out-of-network doctor/specialist" in this section refers to a formerly "in-network" doctor/specialist who falls under BayCare services and is now considered "out-of-network" due to the contract termination.

Q: If an out-of-network doctor or specialist orders routine diagnostics (blood work, x-rays, etc), is it an out-of-network cost?

A: Not necessarily. If the Diagnostic/Lab facility used is in-network, it will be in-network costs even if the doctor is out-of-network. But if the Diagnostic/Lab facility is out-of-network, then it will be out-of-network costs.

Q: How does the Continuation of Care (a.k.a. Transition of Care) process work?

A: The out-of-network doctor/specialist will need to fill out some forms to submit to United and United will determine if the care that is being received qualifies for continuing care at in-network costs by the out-of-network doctor until a new in-network doctor is found. It is not intended to allow for permanent care by an out-of-network doctor at the in-network costs. For example: pregnancy. A pregnant woman can continue to see her doctor who is now considered out-of-network at in-network costs until birth and subsequent *necessary* post-birth follow-ups.

Q: How long before a decision is made concerning "Continuation of Care" once the forms are submitted to United?

A: A decision will be made within 48 hours.

Q: Which "Walk-In" or "Urgent Care" clinics are covered, the one I use is under BayCare?

A: A list is available. (You can also personalize your list based on your address if you log-in to www.myuhc.com.)

Q: What about Emergency services? If the ambulance takes me to an out-of-network hospital because it's the closest, will it be the higher, out-of-network costs?

A: No. Emergency services are covered at lower costs. However, non-emergency, elective care and procedures at an out-of-network hospital or facility will be at the out-of-network costs.

5. Comments from Dave Blasewitz

HR will have a series examples and other information on their website

HR & UHC will visit departments upon request

Not all walk-in clinics are BayCare owned, and if not they remain in-network.

Reminders for Annual enrollment & Leave Exchange – decision to be made by 11-30-12

Discussed FMLA 6-month recertification requirements, a notification that you **may** need to take time off as FMLA pending and then get recertification as needed, without having to state what the illness is.

6. Jim Valliere's presentation will be moved to the January meeting

7. Committee Reports

- Legislative – Charles Toney - FRS - nothing new at this time

- Advocates – EAC needs more Advocates

- Personnel Rules Review - Bonnie Desmond: working on Discipline Rules, group also reviewing funeral leave

- EAC Elections – Clare McGrane – Elections in process, last Delegate meeting for: Tori Tipton, Christina Mallon,

Mercedes Pearson, and Pam Traas; also Sam Rastom has relocated to Clerk South – Thank You for serving as EAC Representatives

8. Open Discussion –

- When you get the chance please welcome new County Commissioners: Janet Long and Charlie Justice – EAC will extend an invitation to attend any of our regular meetings as we have with the other Commissioners.
- All of the 2013 EAC Delegate Meetings will be held at the Extension Services building.
- Upcoming Meetings – EAC Representative meeting 12-19-12

Meeting Adjourned at 10:15 a.m.