



Employees Advisory Council



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

APPROVED BY THE EAC

Employees Advisory Council (EAC) Representatives Meeting
County Office Annex, Room 429, Clearwater, Florida
January 16, 2013

Call to Order

- ▶ Chairman Charles Toney called the meeting to order at 2:33 P.M.

EAC Appointee to the Personnel Board Interview – Angela Outten

- ▶ The candidate introduced herself, provided an overview of her experience and job history, and responded to queries by the Representatives.

Approval of Minutes

- ▶ The minutes of the December 2012 EAC Representatives meetings were approved unanimously.

Comments from Peggy Rowe, Human Resources (HR) Director

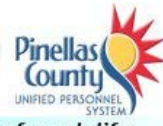
- ▶ Ms. Rowe and David Blasewitz, Benefits Manager, provided an update on the United Health Care(UHC)/BayCare dispute, indicating that negotiations between the parties continue; that the parties are close to reaching a resolution and a contract is imminent, although there is no signed contract at this point; and that HR is holding off on sending out further communications to employees in anticipation of a settlement; that the major issues are believed to have been resolved; whereupon, Mr. Blasewitz discussed the employee meetings held regarding the issue and provided additional details. [HR Update: The dispute has now been settled.]
- ▶ Ms. Rowe related that when the contract is signed, any claims incurred by employees for out of network services will be paid; and that she hopes to have favorable news about the issue at the January Delegate meeting.
- ▶ Mr. Blasewitz related that the calendar year for the incentive program is complete; that less than 70 employees were assessed the additional premium, noting that the employees had multiple opportunities to avoid the assessment, but chose not to take the necessary actions; and that more details on the program will be provided next month.

Unified Personnel Board (UPB)

- ▶ At the January 10, 2013 UPB meeting, the Board discussed changes that had been made to benefits a few years ago that were scheduled to sunset; and that the EAC requested an additional one-year sunset date.



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- Mr. Toney stated that Senior Assistant County Attorney Robert C. Swain will no longer be the liaison to the UPB; and that Senior Assistant County Attorney Jason C. Ester will take over as the liaison to the UPB.
- ▶ Next meeting will be held Thursday, February 7, 2013 at 6:30 p.m. in the County Commission Assembly Room, 315 Court Street, 5th Floor. There are no appeals scheduled; and that the EAC is hopeful to have a new appointee selected in time for the meeting.

EAC Appointee to the Personnel Board Interview – Doug Duncan

- ▶ The candidate introduced himself, provided an overview of his experience and job history, and responded to queries by the Representatives.

Committee Reports

- ▶ Mr. Toney provided an update on the Legislative Delegation Florida Retirement System (FRS) lawsuit, indicating that he emailed the Florida Association of Counties chairman to see if any new information on the issue was available; and that the next meeting will be held on January 28, 2013 at the Pinellas Education Foundation from 9:00 A.M. to 12:00 P.M.; whereupon, he stated that he will be attending the meeting, invited others to attend the meeting, and provided an overview of the Legislative Delegation meeting process. (After the meeting, Supreme Court ruled that the three percent mandatory employee contribution is constitutional.)
- ▶ Hazel Lane provided an update on the ongoing review of the Personnel Rules, indicating that the next meeting is scheduled for January 17, 2013; that the sub-committee hopes to finalize the discipline rule and present it to the main Committee next week. Mr. Toney indicated that he does not anticipate the rules going to the UPB and being voted on at the same meeting, and provided input regarding funeral leave policies in response to queries by Mr. Rose.
- ▶ Ms. Wombles provided an update on the Employee Advocate program, and indicated that currently there are only five Employee Advocates, one of whom needs to be trained; that she anticipates holding an advocates meeting on in February and having a union representative as a guest speaker to provide insight on representing employees; and that the meeting is anticipated to last between two and three hours.
- ▶ Mr. Toney related that he attended the REPCO meeting and spoke about the EAC and the Employee Advocate Program; and that he received the name of one individual interested in serving as an advocate; whereupon, he provided additional information regarding REPCO's desire to become part of the County's website.

Old Business

- ▶ EAC Website information updates – Not discussed.



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- ▶ Communication with the County Commissioners – no invite has been extended from the County Commissioners yet for the EAC to speak at the County Commission meetings, although Commissioner Karen Williams Seel did request that the EAC minutes be sent to the County Commissioners.

New Business

- ▶ EAC Delegate Nominations
 - ▶ Representatives need to get the Delegate Nomination Forms to the current delegates in their respective areas for their supervisor's signature and return the forms as soon as possible. If there is not a delegate for a specific area, Representatives need to solicit volunteers, and may need to visit the respective areas to do so.
- ▶ Communications Liaison Irena Milasinovic stated that the first 60-second video clip of "fun" jobs within the County will highlight Ira Wolf, Tax Collector's Office.
- ▶ Mr. Toney referenced the list of upcoming/potential/past guest speakers at the Delegates meetings and noted that Jim Valliere, HR, will give the final Personnel Board presentation summary at the January 24, 2013 EAC Delegates meeting.
 - ▶ Invitations have been extended to Commissioners Charlie Justice and Janet Long to attend the EAC Delegates meetings, but no response has been received yet.
- ▶ Mr. Toney opened the floor for suggestions for potential guest speakers at the Delegates meetings:
 - ▶ Mike Powell suggested the Pinellas Energy Efficiency Program.
- ▶ Mr. Toney indicated that it is not too early to start discussing a cost of living adjustment (COLA), noting that the standard EAC request has been a two percent COLA and raises for the classified employees.
 - ▶ Mr. Yeatman suggested that the EAC request a three-percent increase to employees' base rate to be applied toward increasing healthcare costs.
 - ▶ Mr. Toney advised the new Representatives that the EAC does not have negotiating ability, but can make suggestions.

Vote on EAC Appointee to Personnel Board

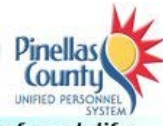
- ▶ Following brief discussion and tabulation of paper ballots, Peggy Sellards and Mr. Valliere, HR, announced that Angela Outten had received the most votes; whereupon, Mr. Toney stated that he will send letters to both candidates advising them of the results.

Other Business

- ▶ Discussion ensued regarding the decision made three years by Business Technology Services (BTS) Director Paul Alexander to change the majority of the BTS employees to exempt, and concerns were expressed regarding the impact on the employees in BTS and whether any recourse is available. Jean Magee, HR, provided input, requested that



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unhappy employees contact her, and offered a Pay & Classification presentation to employees with questions about the statutory requirements related to changing employees to exempt status; and Ms. Pearson provided input regarding certain behaviors that fall within the purview of the Office of Human Rights.

- ▶ EAC will forward suggestion that HR look at how other counties' BTS departments are set up.
- ▶ Next EAC Delegate meeting will be held on Thursday, January 24, 2013 at Extension Services. Mr. Toney, Mr. Yeatman, and Ms. Burgess will provide brief introduction and background on their employment with the County.

Adjournment

- ▶ The meeting was adjourned at 4:27 P.M.



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Employees Advisory Council (EAC) Delegates Meeting
Extension Services, 12520 Ulmerton Road, Largo, Florida
January 24, 2013

Call to Order

- ▶ Chairman Charles Toney called the meeting to order at 8:05 A.M., following which he led the Pledge of Allegiance.

EAC Representative Introductions

- ▶ Representatives Charles Toney, Steve Yeatman, and Tammy Burgess introduced themselves and provided a brief overview of their employment with the County.

Comments from EAC Chairman, Charles Toney

- ▶ Personnel Board Updates – January 10, 2013
 - ▶ Mr. Toney indicated that changes were made a few years ago to rules relating to benefits and percentage increase; that the changes had sunset dates this year; that HR and staff are updating and consolidating some of the rules; and that the EAC requested and was granted an additional one-year sunset on those rules.
 - ▶ The UPB elected its 2013 officers: Dan Andriso, Chairman, and Ricardo Davis, Vice-Chairman.
- ▶ Personnel Board Items – February 7, 2013
 - ▶ The EAC's newly selected appointee to the UPB, Angela Outten, will attend her first UPB meeting. Mr. Toney provided a brief employment history for Ms. Outten.
- ▶ EAC Delegate Nominations for 2013
 - ▶ Mr. Toney welcomed the new delegates and reminded the Delegates to return their completed renewal forms (EAC Delegate Nomination Forms) as soon as possible.
- ▶ Miscellaneous
 - ▶ Donations needed from Delegates for refreshments provided at meetings.
 - ▶ Legislative Delegation information and member photographs available online; need everyone to contact their legislators.
 - ▶ Talk to Administrator Robert S. LaSala regarding the need for pay increases to help employees' health and financial wellness.

Comments from Peggy Rowe, Human Resources (HR) Director

- ▶ Ms. Rowe stated that employees can call HR with questions regarding the United Health Care (UHC)/BayCare issue; thanked the employees for putting off non-emergency visits and helping spread the word; and announced that the UHC/BayCare dispute has been settled; whereupon, she responded to queries regarding the actions taken by employees



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during the dispute and the impacts of the settlement, pointing out that the specific settlement terms cannot be discussed.

- ▶ Ms. Rowe responded to queries regarding the Supreme Court's ruling on the mandatory three-percent employee contributions to the Florida Retirement System (FRS), and Mr. Blasewitz noted an article in the *Tallahassee Democrat* titled "House Subcommittee to Discuss Restrictions to FRS Program," and indicated that the intent is to prohibit new state workers from enrolling in the FRS Pension Plan and require that they enroll in the Investment Plan only as of January 1, 2014; whereupon, he provided input regarding the implementation of the mandatory three-percent employee contribution to the FRS on January 1, 2011, and warned that Governor Rick Scott could ask for more.
- ▶ Ms. Rowe encouraged employees to ensure that they are registered voters and to contact their legislators (from their homes) if they do not agree with the FRS contributions and proposed enrollment restrictions, pointing out that every year is a new year for each subject; and that they can be changed if enough people contact their legislators.

Health and Wellness Update – Dave Blasewitz

- ▶ Mr. Blasewitz distributed a document titled "Wellness Incentive Highlights," provided an overview of the 2011/2012 Wellness Incentive Program, and noted that the County will be introducing a fitness component and a financial component to the Wellness Incentive Program; whereupon, he provided an overview of the new UHC health portal.

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At this time, 8:48 A.M., the meeting was recessed and reconvened at 9:00 A.M.

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Human Resources Presentation – Performance and Talent Management – Jim Valliere

- ▶ Mr. Valliere conducted a PowerPoint presentation titled "Total Compensation" and responded to comments and queries by the Representatives and Delegates.

Committee Reports

- ▶ Mr. Toney advised that the Supreme Court ruled that it is legal for the state to request contributions from the employees, and provided an update on the Legislative Delegation meeting, noting that since the County no longer has to hold onto the funds related to the employees' contributions to the Florida Retirement System (FRS), the money may go back to the General Fund; and that the County should consider looking at a cost of living adjustment (COLA) for employees for Fiscal Year 2014.
- ▶ Hazel Lane provided an update on the ongoing review of the Personnel Rules, indicating that the sub-committees are continuing to review the rules; that if something is no longer



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applicable, it is being removed, consolidated, or made more concise; whereupon, the Representatives were asked to provide input on suggested additional funeral leave.

Open Discussion

- ▶ Mr. Toney noted that the 2013 Delegates meetings will be held at Extension Services.

Adjournment

- ▶ The meeting was adjourned at 10:04 A.M.