



APPROVED BY THE EAC

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



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.