



## 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



# Employees Advisory Council



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

## 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.