

HILLSBOROUGH COUNTY'S

EMPLOYEE ADVISORY COMMITTEE

December 8, 2005

MEMBERS PRESENT: Daniel Alarcon II (Chairman); Anthony Garcia (Co-Chairman); Cindy Fleenor (Secretary); Glinda Leto; James Escobio; George Russell; Antoinette Wimbley; Billy Graham; Toni Smith; Barbara Motte; Barbara Schwan; John Bostick; Evelyn Jaynes; Tresa Boykin; Linda Lutes

MEMBERS ABSENT: Michael Gonzalez; Jeffrey Jones; Katrina Willis; Kevin Jackson; Oscar Butler; Otella Edwards; Harold Frazier; James Clayton; Steve Sock; Judy Santman; Lucy Ruiz-Rivera; Ronald Baker; Debra Anderson; Brandy Pouchie;

GUESTS IN ATTENDANCE: Jodi Prieto, Civil Service Staff; David Agliano, Civil Service Board; Christina Swanson, BOCC HR; Catherine Elrabi, BOCC HR; Rebecca Buehrle, BOCC HR; Dara Chevenert, CA Division Director of Employee/Labor Relations

The meeting was called to order by the Chairman Daniel Alarcon II at the Port Authority Conference Room.

Motion made to approve November 10, 2005 minutes.

The floor was opened up for a vote for the Chairman, Co-Chairman & Secretary nominations from November's meeting. The vote was put to the floor and Daniel Alarcon, II was unanimously reelected as the Chairman; Anthony Garcia was reelected Co-Chairman & Glinda Leto was elected as Secretary.

The committee needed a representative for the Insurance Committee and Barbara Mott volunteered for the position.

I. COMMITTEE REPORTS:

- A. **Rules Committee:** No Meeting
- B. **Affirmative Action Committee:** Meetings were concluded in October.
- C. **Insurance Committee:** Representative did not attend the last meeting.
- D. **Sick Leave Bank:** Representative not in attendance.

Motion was made to accept Committee Reports.

Representatives from the BOCC HR made presentations and answered questions regarding the Dental Plan (dental plan comparison sheet is attached) and the procedure concerning Administrative Leave for the hurricanes this year.

Reference the dental plan they explained the County attempts to make the monthly premiums as affordable as possible with little cost to employees throughout the year.

Concerning the Administrative Leave the County Administrator approved as of this year for employees to be coded with AL, even if the employee had a scheduled day off (vacation), as long as the employee had worked the prior day. Each Agencies Head is responsible to make its own decision.

II. **Old Business:** None to discuss

III. **Open Discussion:** A representative said she had been approached reference additional time off for employees, no specific explanation as to what kind of additional time off. Several years back the Benefit Committee had made the recommendation for additional vacation hours for employees with 20+ years, but Mr. Kleman tabled the suggestion.

Ms. Swanson advised this year's focus is on the Medical/Health Plan because medical costs continue to increase and there is a limited amount in the budget to absorb any increases.

There's no benefit focus group at this time.

Chairman Alarcon asked if we could table the discussion on benefits until January, when we've all had time to look at the benefit survey given to the committee at last month's meeting (copy of report attached to November's minutes).

Another item brought before the committee was the smoking shelters in front of the County Center. Employees are standing right outside the building where others walk by and are not using the smoking areas. Is it mandatory that smokers use these shelters? It was stated that these shelters were an alternative for the smokers to use, especially during rainy or extra hot days. It was brought up that these shelters were not made for comfort and perhaps we could utilize them for other uses also, perhaps for information purpose, i.e. display of services provided by the county. It has never been mandated that smokers are to use these shelters, especially since the county has benches and ash tray areas around the County Center.

The completeness of the Wellness Center was asked and Ms. Swanson advised that a Grand Opening was being conducted that day. There are several programs going to be offered and the Center would be open early (6am) & late (7pm) twice a week for the time being. Employees will need to have and show their employee photo ID in order to have access to the center. All information concerning the Wellness Center and other locations can be obtained by visiting COIN.

Ms. Swanson went on to explain the Productivity Award Program and its awards. It's an incentive for employees to produce or suggest cost saving ideas, and the awards of the program are \$2,000 for individuals and \$3,000 for teams and departments. Also, annually the best suggestion is awarded an additional \$2,000 or \$3,000.

Another item brought up was employees are now vested at six (6) years, perhaps the longevity pay should be tied to it or at least consider a smaller amount give at six years.

Any additional vacation time allowance or longevity increase should be addressed to the Civil Service Board, but again this will be discussed at the next meeting.

It was asked if the Insurance Committee was considering lowering the civilian retiree age (it's 55 for law enforcement) for the county's health coverage stipend allowance. Ms. Swanson advised that extending the stipend to lower age groups was considered by the Insurance Committee in 2004. Due to the Government Accounting Standards Board (GASB) requirements, the only amendment passed by the Board was to extend the stipend to surviving spouses up to the date the retiree would have attained age 65.

The Civil Service Board tabled the rule revision vote on Bereavement Leave until their January 18, 2006 meeting.

NEXT EAC MEETING
January 12, 2006 @ 2:30 PM
PORT AUTHORITY CONFERENCE ROOM

We ask that committee members make an effort to attend the meetings, in order that we obtain a quorum at each meeting. Thank you to those who attend regularly.

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