



Staff Report

File #: 19-463A, **Version:** 1

Subject:

Resolution clarifying the delegated authority of the Human Resources Director to act as Plan Administrator of the Board of County Commissioners sponsored employee benefit plans.

Recommended Action:

Approval of a Resolution to remove reference to the Benefits Advisory Committee, per consensus reached by the Appointing Authorities.

- Resolution No.18-90 was approved by the Board of County Commissioners on October 23, 2018 to clarify the Human Resources Director's delegated authority and establish a benefits advisory committee.
- Subsequent to the passage, the Appointing Authorities decided that an independent staff committee was more desirable, in order to allow staff to effectively operate as a working group without Sunshine body limitations and constraints for meeting notices, communications, and scope of the committee.
- The new resolution would supersede Resolution 18-90, and eliminate the requirement that a formal Benefits Advisory Committee be established in light of the agreement to create the staff working group/committee.

Strategic Plan:

Create a Quality Workforce in a Positive, Supportive Organization

1.1 Recruit, select, and retain the most diverse and talented workforce

1.3 Make workforce safety and wellness a priority

1.4 Maintain a fair and competitive compensation package

Summary:

The resolution removes the requirement to establish a Benefits Advisory Committee. Instead of a Benefits Advisory Committee under the jurisdiction of the BCC, the Appointing Authorities wish to create an independent staff committee of the Appointing Authorities, which would reach the same desired outcome without Sunshine Body limitations. This decision was made by Appointing Authorities during their February 1, 2019 meeting, in which they reached consensus that an independent staff committee of the Appointing Authorities was desirable instead of an advisory committee that falls under the authority and restrictions of the BCC. Committees that are established by the BCC for advisory purposes are still considered Sunshine Bodies, which would present various constraints and limitations on the committee's ability to properly function and communicate as the Appointing Authorities initially intended. Removing the Benefits Advisory Committee also allows the independent staff committee to review and recommend changes to all benefits, including benefits that are beyond the BCC-sponsored health plan (such as Leave programs, Deferred Compensation, and Tuition Reimbursement).

Background Information:

The Board approved Resolution No. 18-90 on October 23, 2018 to provide greater clarity on the scope of the Human Resources Director's delegated authority for employee benefits plan administration. The resolution also established a Benefits Advisory Committee comprised of Appointing Authorities or designees, 2 members selected by the Employees' Advisory Council (EAC), and a Retiree representative from the Retired Employees of Pinellas County (REPCO) organization.

After further planning for the Benefits Advisory Committee, Appointing Authorities expressed a desire to have a committee that would not be constrained by Sunshine Body limitations, so that the committee could effectively operate and function as members review employee benefits and provide recommendations for potential changes. It was determined that an independent staff committee of the Appointing Authorities would reach the same goals and objectives as the Benefits Advisory Committee with more flexibility and a wider scope.

Fiscal Impact:

N/A

Staff Member Responsible:

Canaan McCaslin, Special Assistant to the County Administrator

Partners:

N/A

Attachments:

Resolution - Final

Resolution - Redline