

Employee Council Minutes
1st Quarterly Minutes, 2005

The 2005 Employee Council's Officers are:

Scott Nemeth -President
Julia Hardy - Treasurer
Rotating Secretary

The following topics have been discussed:

- * pay for bilingual skill
- * revising the sick leave policy by changing 'enrolled domestic partner' to 'registered domestic partner'
- * additional choice of insurance provider
- * access to the Internet and E-Mail for some employees in one department
- * lack of information concerning the budget, benefits, layoffs and pay raises
- * how Proposition 200 will affect public employees and Pima County clientele
- * difference in long-term and short-term disability benefits offered at the Sheriff's Department
- * shortage of computers in one department
- * health care premiums/coverage, selection process for insurance vendors

Two issues have already been presented to the County Administrator: bilingual pay and the request for a revision to the sick leave policy concerning domestic partners.

Pursuant to Article I of the Employee Council Charter, the Council lacks jurisdiction over compensation matters; therefore, the Council will refer the issue of bilingual pay to the Consult & Confer Committee for discussion between management and union representatives.

The County Administrator directed Human Resources to place the sick leave policy revision request in the suspense file for consideration and legal review during the next major revision proposals of the rules and policies.

Kevin Flynn, Human Resources Division Manager, Benefits and Compensation, will be attending the Council's August meeting. Mr. Flynn will address employees' concerns over how insurance providers are selected, the type of coverage offered and the associated costs, premiums, deductibles, etc, and the reason there is a difference in long and short-term benefits offered at the Sheriff's Department.

The Employee Council will invite the County Administrator to one of its meetings in the next few months. The Council is seeking insight from Mr.

Huckelberry on how Proposition 200 will affect employees and clientele of Pima County.

As the computer shortage and lack of access to the Internet/E-Mail affects only certain departments, and is not County-Wide or interdepartmental in scope, these issues will need to be referred back to the relevant departments for resolution.