Call to Order
The EAC Delegate meeting was called to order at 8:05 a.m. by Chair, Lisa Arispe.

Guest Speaker
Alan Bollenbacher, Pinellas County Utilities, provided an overview of the Utilities Maintenance division and the need for qualified people to perform the job duties. With the assistance of Jack Loring from Human Resources a Personal Development Program is now in place whereby employees can be afforded the opportunity to obtain the training and on-the-job hours required in order to secure licenses for certain jobs. Anyone who may be interested in further information regarding this program may contact Alan directly at (727) 464-5825.

Comments from Holly Schoenherr, Director of Human Resources
Holly spoke about the upcoming Employee Voice Survey and the importance for all employees to participate. The survey will be conducted through our consultants, HCP Associates, not Human Resources. Sarah Lindemuth with HCP Associates spoke about the employee survey which will be distributed in August. This survey will gather information regarding the work environment. Employees can provide both positive and negative information. Anonymity is very important; therefore, demographic information will not be reported at the department level and will only be reported as summarized totals for Appointing Authorities with 150+ employees. The survey will be launched on August 14, 2017 to all employees. Employees needing assistance completing the survey may call HCP Associates at (813) 318-0565. Paper surveys can be requested from HCP Associates also. Information can also be obtained at: employee.communications@pinellascounty.org or www.pinellascounty.org/hr/employeecause.

Jack Loring, Classification and Compensation Division, discussed the proposal being presented to the Personnel Board to provide all classified employees with a 2% pay grade adjustment. The last paygrade adjustment was in 2015. If approved, all employees will receive communications from Human Resources outlining the calculations performed to make the pay adjustments. The Personnel Board will vote on this proposal during either the August 3, 2017 or September 7, 2017 meeting. A separate proposal is also on the table for a 3% general increase. The final budget approval by the BCC takes place in September. If approved, the pay grade adjustment of 2% and the general increase of 3% will take effect October 1, 2017.

The Job Assessment Tool (JAT) has concluded with Evergreen Solutions reporting that 91% of County employees participated in the questionnaire. Evergreen Solutions has begun evaluating and comparing the individual pay classes. Updates on the Classification & Compensation Study can be found on the Human Resources website at www.pinellascounty.org/hr/study.

Holly explained the differences between the Classification & Compensation Study and the Employee Survey. The Classification & Compensation Study addresses the work performed by employees and the Employee Survey addresses the work experience at Pinellas County. The proposed 2% pay grade increase and the 3% general increase are not related to either study.
**Suggestion Awards Committee**
Donna Beim shared information regarding the Suggestion Awards Program offered by Pinellas County. She encouraged the delegates to request their coworkers submit cost saving ideas where currently they can be awarded up to $2,500. The Appointing Authorities have suggested for the EAC to make suggestions to enhance the current program to encourage more participation. The EAC would like the awards to be increased and have a variety of types of awards other than a one-time payout for the cost savings for the County.

**New Business**
Lisa Arispe provided an update on the Workforce Manager opening to replace Bryan Cook who took another position in Monroe County. Interviews of candidates will be conducted in August. The EAC will be involved in the interviews.

Elections for EAC Representatives will be conducted in late November. Voting will be conducted electronically through Survey Monkey. The areas to elect representatives include: BCC Group 1, BCC Group II, BCC Group VI, BCC Group VIII, Supervisor of Elections, Clerk North, Property Appraiser’s Office, and At-Large. Nominations will be accepted in October. Communication will be distributed closer to the nomination period.

**Adjourned**

Lisa Arispe* Richard Carvale* Peg Poole* Linda Cahill Bill Gorman*
Donna Beim* Clare McGrane* Doris McHugh* Alicia Parinello* Randy Rose*
Mario Rugghia* Ashley Skubal* Charles Toney Lisa Wright Marion Nuraj*

*EAC Representatives in attendance at this meeting.