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

EAC Elections
Ballots for BCC Group VIII and Clerk North will be sent electronically to employees within those areas. The voting period is from November 27 through December 8, 2017. Current EAC representatives who ran unopposed are: BCC Group I - Mario Rugghia, BCC Group II - Randy Rose, BCC Group VI - Doris McHugh, Supervisor of Elections - Linda Cahill and Property Appraiser – Jackie Warr.

EAC Updates
Personnel Board Approvals – The Board approved 3 EAC suggestions which the Appointing Authorities agreed to in October. The suggestions include: 1) up to 12 weeks of parental leave each for both parents who are employed by Pinellas County, 2) change one of three Floating Holidays to a Personal Day to allow more scheduling flexibility, and 3) Respectful Workplace Behavior/Anti-Bullying Policy.

A Friend in Need Policy (AFIN) Policy cannot be updated to allow employees wanting to supplement time while on short-term disability leave to use donated hours. Due to the IRS regulations and tax implications, leave time cannot be donated for these situations.

Comments from Holly Schoenherr, Director of Human Resources
Holly provided follow up information from the September Delegate meeting regarding the emergency plan for Pinellas County as it related to Hurricane Irma. The County Administration has formed a team to look at the issues surrounding the emergency plan. The team will share more information after hurricane season is over. The 2018 hurricane season ends on November 30.

The Employee Voice Survey results have been compiled by HCP Associates. Sarah Lindemuth from HCP, Terri Wallace, and Holly have met with the Appointing Authorities individually to discuss the result for their areas. Holly suggested the results be shared with employees. The results of the survey will be included in the November issue of The Pen. Holly provided information in a PowerPoint presentation which highlighted the metrics to compare the 2015 and 2017 results. The results are a composite of the Unified Personnel System, not by Appointing Authority. [ View the results at www.pinellascounty.org/hr/employeevoice ]

A question was asked about retaining employees and exit interviews. Holly said the Business Partners within Human Resources work with the departments on exit interviews.

Open enrollment for healthcare benefits closes at midnight on November 17, 2017. Due to many factors, the tobacco premium has been modified for the inaugural year. Employees who use tobacco
have until April 30, 2018 to complete a tobacco cessation program to avoid the premium. The premium has been reduced to $400.00 for the first year.

Wellness incentive points/money start over in January. The system automatically enrolls employees into the point system. Employees preferring money instead of points must submit that change after January 1, 2018. Employees are allowed to make one change per calendar year. The 2018 Wellness Incentives Program information and cash election can be accessed on the Human Resources website [www.pinellascounty.org/hr/incentive] as of January 1st.

**Guest Speaker - Lori Collins, Department of Safety and Emergency Services**
Lori gave a PowerPoint presentation as a follow up to the September EAC Delegate meeting regarding the emergency situation during Hurricane Irma. The presentation outlined the coordination and communication required of all County agencies. Through the planning and training of emergency responders in Pinellas County, the County was able to recover relatively smoothly and no loss of life occurred during the evacuation of thousands of people. The non-emergency responders who worked the Citizens Information Center answering questions from citizens were greatly appreciated. Emergency Management has sent out a survey to the management of the departments required to work during Hurricane Irma in an effort to learn the pros and cons of the current emergency plans. Additional training will be provided for future emergency situations. More information regarding the multitude of responsibilities within Emergency Management can be found on the Intranet site.

**Adjourned**
Peg Poole made a motion to adjourn the meeting at 10:30. Donna Beim seconded the motion.

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<thead>
<tr>
<th>Lisa Arispe*</th>
<th>Richard Carvale*</th>
<th>Peg Poole*</th>
<th>Linda Cahill</th>
<th>Bill Gorman*</th>
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<tr>
<td>Donna Beim*</td>
<td>Clare McGrane*</td>
<td>Doris McHugh*</td>
<td>Alicia Parinello*</td>
<td>Randy Rose*</td>
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<td>Mario Rugghia</td>
<td>Ashley Skubal*</td>
<td>Charles Toney*</td>
<td>Jackie Warr*</td>
<td>Marion Nuraj</td>
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*EAC Representatives in attendance at this meeting.