Meeting was called to order at 9:00 am by Lisa Arispe, EAC Chair.

**Introductions:**
Each EAC Representative, Appointing Authority and other County employees at the meeting introduced themselves. Deborah Clark thanked everyone who wore pink in support of National Breast Cancer Month. As a survivor, Deborah offered to be contacted directly by anyone diagnosed with breast cancer to help provide support or assistance.

**A Friend in Need (AFIN): led by Lisa Arispe**
The EAC presented suggestions for updating the A Friend in Need Program. The suggestions includes waiving the section of ineligibility for anyone waiting for supplemental pay or does not have any accrued leave. This change would allow employees the opportunity to supplement their pay with donated hours; thus, they would receive a full paycheck. This change would not cost the County any additional money. The Appointing Authorities were in agreement for the change. The policy will be presented to the Personnel Board for approval at the November 2, 2017 meeting, pending approval from the County Attorney’s Office staff who will check on any IRS policies that could prevent this change.

**Respectful Workplace Behavior/Anti-Bullying Policy led by Charles Toney**
The policy had been presented to the Appointing Authorities at a previous meeting and the suggested revisions were incorporated by Holly Schoenherr and Carole Sanzeri, Senior Assistant County Attorney. The council believes these updates will help all employees understand the definition of bullying and what is available to assist them. This updated policy will also include the options available for reporting instances of bullying. It was pointed out that many times bullying is not reported because of having to go through the chain of command, and that causes people to not report issues. The policy will be presented to the Personnel Board for approval at the November 2, 2017 meeting.

**County Closed/Emergency Pay led by Randy Rose and Marion Nuraj**
The council discussed the concerns expressed at the September Delegate meeting regarding the inequities between locations and departments with regard to Hurricane Irma. Some of the topics included poor training, crowded housing, pay, and the quality of the food served. Some Appointing Authorities allowed first responders time prior to the storm to prepare their house, others did not. The survey conducted by Emergency Management after the storm should point out these discrepancies. Mark Woodard will talk with Sally Bishop regarding training. The Appointing Authorities will discuss the issues and make recommendations to rectify the problem areas. Mark Woodard is looking into possibly offering administrative time off for those who worked during Hurricane Irma.

**Parental Leave led by Ashley Skubal**
Information was distributed to the Appointing Authorities supporting the need to upgrade the parental leave policy for couples with both parents employed by Pinellas County. Married couples feel discriminated against because the County’s FMLA guidelines state that if both parents work for the County, their combined leave entitlement is 12 weeks. The council requested 12 weeks unpaid parental leave for the birth/adoption of child or leave to care for a family member for each spouse if
they are employed under the UPS. The Appointing Authorities agreed that the policy needs to be revised to allow 12 weeks of unpaid leave for both spouses. The potential change will be presented to the Personnel Board for approval at the November 2, 2017 meeting. The Appointing Authorities will review the information they received and will discuss other possible benefits for parental leave.

**Merit Pay** *led by Charles Toney*
Charles Toney brought up the subject of merit increases as it appears that it has not been actively discussed by the Appointing Authorities. The council is requesting merit recognition in the form of money for employees who perform at a high performance level. Currently the only monetary consideration for FY18 is set aside for the outcome of Classification and Compensation Study.

**Personal Day / Floating Holiday Change** *presented by Ashley Skubal*
Ashley Skubal suggested that the current leave time of 1 Personal Day and 3 Floating Holidays be changed to convert one Floating Holiday to a Personal Day. Each employee would receive 2 Personal Days and 2 Floating Holidays each year instead of 1 Personal Day and 3 Floating Holidays. Long term employees (25 years or more) would still receive 2 extra Floating Holidays. This change could lead to fewer instances of unscheduled leave and would not cost the County any additional money. The Appointing Authorities were in agreement with the suggestion. The change to Personnel Rule 4 Time Off will be presented to the Personnel Board for approval at the November 2, 2017 meeting.

**Insurance Premiums** *led by Charles Toney*
The council discussed that the health insurance changes were not presented in a timely manner to the EAC for discussion before approval by the Appointing Authorities and Personnel Board. The EAC should have been allowed to provide input on the changes that were being considered. The Appointing Authorities had the information months before the council was informed. The premium for tobacco users had already been approved, and the employees were not given enough time to fully decide their actions before potentially having to pay the $600 premium if they do not complete a tobacco cessation program. Additionally, it was suggested that the County consider implementing a no-smoking policy for new employees.

Benefits shared a chronology of events from July to the present regarding the 2018 Annual Enrollment including plan design strategy planning sessions and communications strategy. Updates were shared at monthly EAC Representative and Delegate meetings. Also provided were statistics of employees accessing the Annual Enrollment website links to educational information as of 10/18/17.

**General Information:**
Mark Woodard mentioned that the Appointing Authorities are reviewing the current leave benefits for all employees.

Deborah Clark complimented the council on the agenda and recognized their efforts to research their ideas and present the information clearly. The discussions were informative and well presented. Overall, this was a very productive meeting. The topics were positively received and considered by all of the Appointing Authorities.

Peg Poole motioned to adjourn the meeting at 10:30. The motion was seconded by Charles Toney.

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