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

EAC Updates
Charles highlighted the updates from the Personnel Board meeting held on January 4, 2018.

- Personnel Board reappointments of Louise Dolsay for the BOCC appointee and Rick Davis as the Personnel Board At-Large appointee. Both appointees have been serving on the Board.
- Special committee formed of EAC Representatives for review of leave accrual.
- Carole Sanzeri, Senior County Attorney, to review the Sunshine Law with the Council.
- An invitation was extended to the Personnel Board to attend the EAC meetings. Also requested a member of the Personnel Board to speak at an EAC Delegate meeting.
- Discussion on lack of merit pay.

The FRS may be increasing the amount of money the County pays in for the retirement program. The employee contribution is not going to increase. Currently the County pays in 7.92% and the required employee contribution is 3%.

Comments from Holly Schoenherr, Director of Human Resources
The Benefits Division is in the process of hiring a Total Rewards Manager to replace Carol Feskanin, who left the County for the private sector. Mary Flockerzi has been temporarily assigned as interim Human Resources Officer. Mary has been assigned as the “go to” contact with any questions or concerns regarding benefits.

The nomination forms for the 2018 Delegates will be sent out soon by Camille Evans to the EAC Representatives.

The Classification and Compensation Study is ahead of schedule to provide feedback and suggestions to Human Resources on their findings.

Topics brought up by Delegates:
- Are new healthcare cards being sent out by United Healthcare? Response: No one was issued new ID cards this year unless they switched plans or who they cover. You can log onto myUHC.com to order a new card and print a temporary card from their website.
- Can the 2 Personal Days (PD) be used together? There is nothing in the current rules that would prevent the use of the PDs together. PD use in conjunction with a recognized County holiday must have prior approval. [For more information, see Personal Days.]
- Can more signage be placed at all County building detailing the designated smoking areas? Response: Human Resources will contact Real Estate Management about the concern.
- An employee mentioned the admin time which was granted to the BCC employees required to work during Hurricane Irma was appreciated. Response: The previous EAC Chair – Lisa Arispe - discussed the admin time off with Mark Woodard who was responsible for that benefit.
- Clerk employees who were required to work during Hurricane Irma were not granted admin time off. Response: Holly encouraged employees to check with their Appointing Authorities.
• Can more in-depth training be provided to new employees before they make the choice between the FRS pension plan and the investment plan? Response: Employees should contact the FRS with any questions they may have [ visit myfrs.com ]. There are unbiased financial planners available to assist when employees call the FRS. Retirement scenarios are available online detailing both plans. Also available are webinars. The phone number for the FRS is: 866-446-9377. During new employee orientation, this subject will be stressed more thoroughly.
• Concern was voiced with education taking precedence over experience in some promotional openings.
• Suggestion for the County to look into affordable housing for employees.
• FACE reviews are not being used in all departments. Response: Each Appointing Authority can decide how they want their employees to be reviewed. Anyone who is not receiving a timely review should contact their manager.

Guest Speaker – Joanie Read, Organizational and Talent Development Officer
Joanie shared a PowerPoint presentation outlining the new learning paths which will be rolling out in March 2018 from Human Resources. They will be offering different learning levels and micro-certifications for a multitude of areas throughout the County. There are literally thousands of online courses, videos, and digital books available for training. Some classes will be online while others will be instructor-led classes. Your manager must approve any and all learning and development activities and whether the time spent is considered hours worked and paid.

Adjourned
Peg Poole made a motion to adjourn the meeting at 10:30. Lisa Arispe seconded the motion.

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*   Jackie Warr*   Marion Nuraj*

*EAC Representatives in attendance at this meeting.