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

EAC Updates
All delegates in attendance introduced themselves and said which department they represent. Charles reminded the delegates of the important role they have as the front line employees representing their departments and their communication link to keep coworkers informed of subjects that are discussed at the meetings. Without a formal union, the EAC is the voice for the classified employees.

Charles highlighted the updates from the Personnel Board meetings held in February and March, 2018. Included were:

- Special committee for leave accrual formed of EAC representatives.
- An invitation was extended to the Personnel Board members to attend the EAC meetings. Requested a Personnel Board member to speak at an upcoming delegate meeting.
- Lack of merit pay is an important issue for employees.
- Personnel Rule 4 was presented with changes which will allow new employees more flexibility using the Personal Day.
- The EAC provided input to the Personnel Board for the Human Resource Director’s yearly evaluation.

Comments from Holly Schoenherr, Director of Human Resources
Holly expressed her appreciation to speak in front of such a large group of employees at the delegate meeting. She likes to clarify issues and answer questions which employees have. The Classification and Compensation Study which started approximately a year ago is ahead of schedule. Currently they are reviewing the pay processes and classes. She will meet with the Appointing Authorities to get their input on the suggestions provided for changes from Evergreen Solutions, LLC (Evergreen). She noted that there are good and bad consequences on each of the 3 options; however, they will make a decision for what will be the best course of action for Pinellas County employees. The information was used to analyze how Pinellas County compares to the surrounding areas. Evergreen used information from public sector, corporate, and government businesses. Dr. Jeff Ling, senior consultant from Evergreen, will speak at the May EAC Delegate meeting. Meetings with Evergreen similar to the ones offered prior to the JAT being distributed will be scheduled. The priority is to address positions that are under-valued and decide how to best use the $2 million dollars budgeted for FY 18. This is a multi-year budgeting project.

The person who was selected as the Total Rewards Manager turned down the position.

Some of the Human Resources divisions have moved within the Annex building. Benefits is now located on the 1st floor and Employment is located on the 4th floor. New security doors have been installed.
**Guest Speaker – Kim Circello, Real Estate Management**
At the request of the EAC, Kim Circello joined the delegate meeting to answer questions employees have regarding Real Estate Management. She explained about the signage for smoking and that no specific department oversees the smoking areas. Employees should report to their management when people are not following the guidelines as posted on County Administration’s Administrative Directive 6-6. Kim offered for employees to email her directly with any concerns that may arise where Real Estate Management can assist. Her email address is: kcircello@co.pinellas.fl.us.

**Guest Speaker – Geri Costello, Community Relations Manager, 2-1-1 Tampa Bay Cares, Inc.**
Geri provided an overview of many of the services available at no cost for residents. They partner with many community resources to provide assistance available in the community for a variety of needs. The information shared is confidential and services are available 24 hours a day. Some of the areas where residents can get assistance include:

- Support for children, youth and family
- Support for military families and veterans
- Medical and mental health services
- Support for seniors and people with disabilities
- Financial assistance
- Crisis intervention
- Housing stability

More information is available at [www.211Connects.org](http://www.211Connects.org) or call 727-210-4211.

**Open Discussion**
- Emergency Management Survey – in process, note Phase III work pool and exemptions
- Health Insurance – Decline vs. Opt Out
- Holiday time (8 hr.) when working alternative schedules (10 / 12 hr. shifts)
- Rewards Program – points vs. cash

**Adjourned**
Jackie Warr made a motion to adjourn the meeting at 10:30. Alicia Parinello seconded the motion.

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<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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<tbody>
<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.