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

EAC Updates
Charles Toney mentioned that the Leave Accrual Committee recommendations are almost ready to be forwarded to Human Resources for review. A Merit Pay Committee has been formed.

Elections for EAC Representatives will be conducted in November. Voting will be conducted electronically through Survey Monkey. The areas to elect representatives include: BCC Group III, BCC Group IV, BCC Group V, BCC Group VII, Other Appointing Authorities, Tax Collector, and Clerk-South. Nominations will be accepted in October. Communication will be distributed closer to the nomination period.

Charles highlighted the updates from the Personnel Board meeting held on July 12, 2018. Included: Concerns with Personnel Rule changes to implement the Classification & Compensation Study, Leave Accrual Committee update, Merit Pay Committee to start – HR has been asked to participate, EAC Delegate Meeting guest speakers, looking forward to JAT information release and reviews, and EAC elections.

Leena Delli Paoli was introduced as the new EAC Representative for Clerk-North replacing Ashley Skubal who has taken a position in another department.

Comments from Holly Schoenherr, Director of Human Resources
Holly provided updates on the Classification & Compensation Study. The proposed implementation will be presented to the Personnel Board at the August meeting. There will be a new classification plan and the job titles will be condensed. Holly emphasized that all employees should read the executive summary which is located on the Human Resources website [see www.pinellascounty.org/hr/study]. Current recommendations for changes will only include classified employees. Every employee will receive communication regarding their pay grade and any adjustments to the pay structure. Hope to have the proposed changes approved at the 8-02-18 Personnel Board meeting.

Guest Speaker – Jeffrey Lorick, Office of Human Rights
Mr. Lorick shared a PowerPoint presentation outlining the responsibilities of the Office of Human Rights as it pertains to employees’ rights. The goal of the Office of Human Rights is for Pinellas County Government to be free from harassment, discrimination, and bullying. He acknowledged that his office cannot hold people accountable to follow the laws if employees don’t do their part by reporting wrongdoings. Mr. Lorick has a unique way to present and discuss sensitive issues, and he was well received by the delegation. Mr. Lorick is available to present information on workplace harassment to employees upon request.
**General Questions / Comments**
Some concerns on how the Classification & Compensation Study changes may affect career ladders.

Many County employees including Public Works and Utilities workers are now considered first responders. Should the compensation be adjusted for emergency situations to reflect the first responder designation?

Some employees who work four 10-hour days would like the Personnel Rules changed to allow employees 10 hours for County-observed holidays. This subject will be discussed at the next Representative meeting.

**Adjourned**
Jackie Warr made a motion to adjourn the meeting at 10:30. Richard Carvale 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>Leena Delli Paoli*</th>
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<tr>
<td>Bill Gorman*</td>
<td>Donna Beim*</td>
<td>Clare McGrane*</td>
<td>Doris McHugh*</td>
<td>Marion Nuraj*</td>
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<td>Alicia Parinello*</td>
<td>Randy Rose*</td>
<td>Mario Ruggia</td>
<td>Charles Toney*</td>
<td>Jackie Warr*</td>
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*EAC Representatives in attendance at this meeting.