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

Introduction of Guests
Welcome Mr. Barry Burton – new County Administrator. Mr. Burton provided a brief work history and answered questions from the Delegates.

EAC Updates
- The January 24 EAC Delegate Meeting will be held next door at the Heritage Village facility. The Clerk of the Court, Ken Burke, is the guest speaker for this meeting.
- Updates to the Personnel Rules concerning the Drug-Free Workplace policy approved at the October Personnel Board Meeting.
- Comments on the Pay Plan provided by Evergreen.

Comments from Holly Schoenherr, Director of Human Resources
- The Taleo system is scheduled for upgrades. Chris White and Meagan Decker will be working on the upgrade to include improvements to the areas of recruitment, performance (FACE), and onboarding. A contractor will assist in the changes.
- Holly shared the results of the survey on communication regarding the Classification & Compensation Study that was presented at the September 27th EAC Delegate meeting.
- Classification & Compensation Study update – 525 employees have requested a secondary review by Evergreen. Response is expected by the last week of November. The Crew Chief corrections have been addressed with changes approved by the Personnel Board at the 11-01-18 meeting.

Delegate Concerns
- Standby vehicles allowed to be taken home when employees live out of Pinellas County – delayed response times are a major concern – Utilities issue.
- 10-hr shift vs. 8-hr holiday issue.
- HIPAA and biometric screening concerns.
- Prescription plan issues.
- Safety Shoe allowance.
- Additional “voluntary” benefits at increased costs to the employee (example: dental).
- Rally and UnitedHealthcare – disconnect.
- Personal Days – allowed to be used in 2-hr increments.
- FACE – use varies significantly by Appointing Authority and some departments.

Lisa Arispe*   Donna Beim*   Linda Cahill   Richard Carvale*   Leena Delli Paoli
Bill Gorman*   Clare McGrane*  Doris McHugh*  Marion Nuraj*   Alicia Parinello*
Randy Rose    Charles Toney*   Jackie Warr

*EAC Representatives in attendance at this meeting. Henry Gomez was also in attendance.