Employees’ Advisory Council – Leave Accrual Committee Meeting Minutes
County Office Annex, Room 429, Clearwater, FL
Wednesday, February 21, 2018, 1:15 p.m. – 2:15 p.m.

Prepared by Charles Toney, EAC Chair

Leave Accrual Committee Reports
Jack Loring was in attendance representing HR and will be assisting the Leave Accrual Committee. The information he provided at the committee opened more areas to be considered and researched. Jack will try to compile information by AA on – excess (>3x annual) leave accrual, use of leave with/out pay.

Charles Toney contacted the Firefighters at the St. Pete / Clearwater Airport to discuss potential leave accrual changes. They are Special Risk and on a 25 year FRS retirement plan. With the ability to start DROP with 25 years of service getting the extra personal days and floating holidays sooner would be more of a benefit than extending out the leave accrual brackets.

A large number of the current County employees will be eligible to retire within the next 10 years. The leave accrual payouts must be included, which can cause a hardship on the County budget factors. The payouts fall on the department where a person is serving (retiring/leaving).

The committee may consider including a cap on the amount of time an employee may carry over yearly which would encourage more use of the leave time provided and less banking of excess hours.

The idea of new employees being able to buy leave time if needed was discussed.

Increasing the leave exchange or having a “window” of increased leave exchange would help get some of the accrued leave off the books prior to employees leaving service (retiring) with the County and having larger payouts of leave hours.

The next committee meeting will meet from 1:15 – 2:15 p.m. before the next EAC Representative meeting on 3-21-18. This committee is open to all Reps that are able to make it to the meeting.

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

HR Representative in attendance – Jack Loring