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

Prepared by Charles Toney, EAC Chair

Call to Order – Charles Toney

Introductions – 4 students from St. Pete College also in attendance

Approval of Minutes – 2-21-18 meeting minutes approved as amended

Information Updates, Comments, & Discussion
Jack Loring was in attendance representing HR and is assisting the Leave Accrual Committee. Jack provided information for BCC and CCC employees on years of service and leave hours accumulated. He noted that only 9 classified employees (less than one half of one percent) have a leave balance of less than 8 hours.

- Approximately 375 hours of leaves are needed to cover short term disability.
- Probationary periods
- Deferred comp
- Employees coming to work sick due to no leave hours available.
- Recruitment – Hillsborough County and the City of Tampa compete from the same employee pool.
- Have sick leave available as an administrative leave option.
- Provide sick / quarantine work areas
- Leave bank accrual requirements – at least 40 to be able to cash in hours.
- New employees being able to buy leave time if needed.

Review the recommended changes to see if they are in the best interest of all classified employees.

Airport Firefighters 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. Suggestion to max accrual at 20+ years as it currently is but still front load the accrual and taper off, and have the extra floating holidays available at 20+ years of service.

The next committee meeting will meet from 1:15 – 2:15 p.m. before the next EAC Representative meeting on 4-18-18. 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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<tr>
<td>Peg Poole</td>
<td>Randy Rose*</td>
<td>Mario Rugglia</td>
<td>Ashley Skubal</td>
<td>Jackie Warr*</td>
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</tbody>
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*EAC Representatives in attendance at this meeting.

HR Representative in attendance – Jack Loring