Employees’ Advisory Council – Leave Accrual Committee Meeting Minutes
County Office Annex, Room 429, Clearwater, FL
Wednesday, April 18, 2018, 1:15 p.m. – 2:15 p.m.

Prepared by Charles Toney, EAC Chair

Call to Order – Charles Toney

Introductions

Approval of Minutes – 3-21-18 meeting minutes approved as amended

Information Updates, Comments, & Discussion
Jack Loring was in attendance representing HR and is assisting the Leave Accrual Committee.

It was noted that we do not have data for several large counties and cities in the state, including: Broward, Orange, & Duvall counties and the cities of Miami, Orlando, and Jacksonville.

After looking at the numbers available – it appears that the total leave hours of accrual are adequate and competitive after the first five years of service. It was suggested to add additional floating holidays (FH) to the first five years of service. This would provide the needed “emergency” time at the beginning of the employee’s career when there is little annual leave time accrued. The FH time is use it or lose it, does not carry over to the next year, and would not accumulate.

It was discussed that the Exempt and Firefighter work schedules are more flexible than the classifieds and it was questioned if there needs to be as large a difference between the accrual rates between the classified and the other groups – possible remedy, increase the classified accrual rate or decrease accrual rates of the other groups.

The idea of front loading the accrual rates and tapering off the accrual appears to be a good idea – if this can be accomplished without a significant increase of accrual at the higher years of service.

Feedback from employees from discussions of possibly adding a cap on the maximum hours of leave accrual was not favorable. Since the County has a combined self-managed leave bank (no sick leave), employees feel it would be a penalty to those that are managing their leave responsibly to add a cap on the maximum hours of accrual. Additionally any long term illness for the employee or dependents (children, spouse, parents) will rapidly diminish accrued leave. A cap on the maximum hours accrued will not be recommended by this committee.

It was noted that some employees, regardless of their years of service, only save a minimum number of accrued leave hours. Also, as Jack had provided data previously - that less than one half of one percent of employees have a leave balance of less than 8 hours.

Charles will get back with the Airport Firefighters to verify the proposal for their work group.
Another item brought up and discussed was the possibility of treating the 4th of July and Veterans holidays the same as Christmas and New Years – by having the Monday or Friday off if the holiday falls on Tuesday or Thursday.

Another item for discussion at the next meeting is the holiday time off for employees working alternative work schedules – example 10-hour work day.

The next committee meeting will meet from 1:15 – 2:15 p.m. before the next EAC Representative meeting on 5-16-18. 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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<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 Ruggia</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