Employees’ Advisory Council – Leave Accrual Committee Meeting Minutes  
County Office Annex, Room 429, Clearwater, Florida  
Wednesday, May 16, 2018, 1:15 p.m. – 2:15 p.m.

Prepared by Charles Toney, EAC Chair

Call to Order – Charles Toney

Introductions

Approval of Minutes – 4-18-18 meeting minutes approved

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. Adding additional leave accrual at the beginning of employment will help but having a tapering off accrual still adds additional accrual hours at the end of the years of service calculations. 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.

It was suggested to add 3 floating holidays (FH) to the first year of service, reducing to 2 additional FH the second year of service, and reducing to 1 additional FH the third year of service and then going to the same FH as other employees. 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. Another suggestion was to allow carryover of floating holidays and personal days only from the first year to second year of service.

Charles met with the Airport Firefighters work group to discuss the possible leave accrual changes. They are OK with the revised accrual suggested changes that tops out after the 25 years of service.

The next committee meeting will meet from 1:15 – 2:15 p.m. before the next EAC Representative meeting on 6-20-18. 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 McGrawe*</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