Employees’ Advisory Council – Leave Accrual Committee Meeting Minutes
County Office Annex, Room 429, Clearwater, Florida
Wednesday, June 20, 2018, 1:15 p.m. – 2:15 p.m.

Prepared by Charles Toney, EAC Chair

Call to Order – Charles Toney

Introductions – N/A

Approval of Minutes – 5-16-18 meeting minutes approved

Information Updates, Comments, & Discussion
Jack Loring - representing HR and assisting the Leave Accrual Committee was not in attendance at this meeting.

It was again noted that we do not have data for our neighboring county of Pasco, also no data for several large counties and cities in the state, including: Broward, Orange, & Duvall counties and the cities of Miami, Orlando, and Jacksonville.

It was noted that other counties and municipalities we have been comparing the Pinellas County leave accruals with, also have sick leave accrual that Pinellas County does not have. When the sick leave accruals are added Pinellas County is well behind the others when looking at total time accrued.

- Committee members felt that the front loading and tapering off the accrual rates with continued years of service would be an improvement of the current system and help new employees accrue time quicker.

- Addition of accrual hours to bring Pinellas County accrual rates closer to those of other area employers may benefit recruitment and retention of employees.

- Going with straight 5-year increments will help clean up the accrual table and make the accruals much more straightforward than the current 2+2+5+5+5.

- The addition of floating holidays for all employees was discussed. It had been suggested at an earlier meeting to have additional floating holidays available during the first two years of service. This was to provide the needed “emergency” time at the beginning of the employee’s career when there is little annual leave time accrued. With adding additional floating holidays for all employees it will take care of this issue. This addition may also benefit recruitment and retention of employees. The addition of floating holidays will also bring Pinellas County accrual rates closer to area employers to benefit recruitment and retention of employees.

- The addition of personal days was discussed. Not sure if this will be part of the recommended changes or just focus on the additional floating holidays.

- The floating holiday time is use it or lose it, does not carry over to the next year, and would not accumulate. Floating holidays do not accrue and do not create a future cost liability that accrued sick leave does.
- Allow carryover of floating holidays and personal days for new employees whose employment started from June 1st – December 31st, during the first year of service only.

- Divide the personal days and floating holidays on a straight six month calendar during the first year of service and make available to new employees.

Recommendations from this meeting will be compiled along with the supporting information gathered from other organizations and will be forwarded to the Council and Human Resources for review prior to the 7-18-18 Rep meeting for discussion at that 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 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 - Jack Loring not in attendance