Employees’ Advisory Council Merit Pay Committee Meeting Minutes
County Office Annex, Room 429, Clearwater, Florida
Wednesday, August 15, 2018, 1:15 p.m. - 2:15 p.m.

Prepared by Charles Toney

1. Call to Order

2. Introductions
   - Committee open to all EAC Representatives – Present: Richard Carvale, Randy Rose, Lisa Arispe, Linda Cahill, Clare McGrane, Charles Toney
   - Human Resources Representative – HR Rep was not present at this meeting.

3. Approval of Minutes
   - 7-18-18 EAC Merit Pay Committee minutes approved – motion: Linda Cahill, 2nd: Clare McGrane

4. Objective
   - Develop a merit based pay system to forward to Human Resources, Appointing Authorities including the County Administrator, and Personnel Board for consideration.

5. Discussion
   - Reviewed previous brainstorming list.
   - Employees should be able to achieve or be close to mid-point (market pay for satisfactorily performing the job) of their pay grade within five years.
   - Out of the box suggestion - Employee self-funding merit pay – retain an ongoing % of suggestion awards, capture a % of non-tax county income (fertilizer, real estate, energy, etc.)
   - Review previously used points / weighted merit based pay system. This is the only merit pay system we have to go with at this time.

6. Action Items
   - Definition of merit pay
   - What is the cost of NOT having a merit pay system – increased turnover, repetitive hiring, increased time for training, …
   - What is the cost of replacing an employee? This is the value added worth to keep an employee that is performing the job duties in a satisfactory manner.
   - Review previously used points / weighted merit based pay system. Examples of old form with impact and performance rating numbers.

7. Other Items to Consider
   Reminder – Clerk of the Court budgeting – all / any recommendations are to include Clerk of the Court personnel and a method for funding.

Charles Toney*   Lisa Arispe*   Donna Beim   Linda Cahill*   Bill Gorman
Richard Carvale* Clare McGrane Doris McHugh Marion Nuraj Alicia Parinello
Peg Poole Randy Rose* Mario Ruggia Ashley Skubal Jackie Warr

*EAC Representatives in attendance at this meeting.