Employees’ Advisory Council Merit Pay Committee Meeting Minutes
County Office Annex, Room 429, Clearwater, Florida
Wednesday, September 19, 2018, 1:15 p.m. - 2:15 p.m.

1. Call to Order

2. Introductions
   - Committee open to all EAC Representatives – Present: Richard Carvale, Randy Rose, Lisa Arispe, Linda Cahill, Charles Toney
   - Human Resources Representative – Meagan Decker

3. Approval of Minutes
   - 8-15-18 EAC Merit Pay Committee minutes – motion to approve: Richard Carvale, 2nd: Linda Cahill. Minutes approved.

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
   - The committee discussed the previously used merit pay system and will look at examples of the way it was use in the past and suggested changes for current situation use.
   - 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 continued cost savings, capture a % of non-tax county income (fertilizer, real estate, energy, etc.)
   - Review previously used points / weighted merit based pay system. Reviewed the 400 point System - < 100 needs attention no merit, 100-200 Good 0-1% merit, 200-300 Very Good 1-2% merit, 300-400 Excellent 2-3% merit. The 100 point spread in each category could be divided by four and merit awarded at 0.25% increments.
   - Meagan will take a look at merit pay systems being used by other organizations.

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 – in process.
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.

<table>
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<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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<td>Peg Poole</td>
<td>Randy Rose*</td>
<td>Mario Rugghia</td>
<td>Ashley Skubal</td>
<td>Jackie Warr</td>
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*EAC Representatives in attendance at this meeting.