Employees’ Advisory Council Merit Pay Committee Meeting Minutes  
County Office Annex, Room 429, Clearwater, Florida  
Wednesday, October 17, 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, Charles Toney  
   - Human Resources Representative – Meagan Decker  

3. Approval of Minutes  

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.

Lisa Arispe* Richard Carvale* Linda Cahill* Bill Gorman
Donna Beim* Clare McGrane* Doris McHugh Alicia Parinello* Randy Rose*
Mario Rugghia Leena Delli Paoli* Charles Toney* Jackie Warr* Marion Nuraj

*EAC Representatives in attendance at this meeting.