Call to Order
The EAC Representative meeting was called to order at 2:30 p.m. by Chair, Charles Toney.

Approval of Minutes
Randy Rose motioned to approve the minutes for the special Rep meeting on 2-13-18. Alicia Parinello seconded the motion. Minutes were approved.

Linda Cahill motioned to approve the minutes for the 2-21-18 Rep meeting. Lisa Arispe seconded the motion. Minutes were approved.

Comments from Jack Loring, Representing of Human Resources for Holly Schoenherr
Jack provided an update from Evergreen Solutions, LLC (Evergreen) on the Classification and Compensation Study. Evergreen has completed the work and compiled the information from the JAT’s. Evergreen will present information to the Appointing Authorities on the plan structure options. There are 3 plans to be discussed: 1) Make major consolidations to the pay classes with wider pay ranges, 2) Make moderate changes to the current structure, and 3) Remain similar to the current plan and adapt minor revisions to the pay classes. Holly will meet with each Appointing Authority separately to get their feedback. Dr. Jeff Ling from Evergreen will discuss the recommendations at the May Personnel Board and the May EAC Delegate meetings. Questions concerning the plans from the Council included: Do the Appointing Authorities have to agree on the pay plans? Answer: We need a unified pay structure for classified employees according to the Personnel Act, but an Appointing Authority may develop their own exempt pay plan. How will the funding be broken down? Answer: That depends on which plan will be implemented. The Clerks’ office will be mostly considered due to the funding. The $2 million dollars in the FY18 budget will be used for the implementation. It’s too early to know how the money will be divided. Currently 47% of employees are in a position that offers career ladders.

The person who was selected as the Total Rewards Manager turned down the position.

Personnel Board Meeting – Updates from March 1, 2018
Charles represented the EAC at the Personnel Board meeting and provided them with updates. Jack Loring from Human Resources is now assisting the committee looking at leave accrual, and there is a lot of information to be collected before any suggestions can be moved forward. The EAC will be meeting in April with the Appointing Authorities. Topics for the meeting have not been set.

Personnel Rule 4, regarding the Personal Day for new employees was updated to reflect that one Personal Day can be used within the first year of hire.

Holly will meet with Dr. Rick Davis, chair of Personnel Board to go over her annual evaluation.
Committee Reports
Advocate: There is a discipline appeal hearing being presented to the Personnel Board at the April 5th meeting. Lisa is the advocate on this case.

Leave Accrual: The meeting on 3-21-18 included discussion on what is the best direction to take on suggestions for leave accrual changes.
Awards: Donna is still requesting ideas on what Pinellas County can do differently to reward employees who offer suggestions. The committee is looking into placing bulletin board posters to advertise this program.

Updates from Charles Toney
Speakers for the upcoming Delegate meetings include:
March: 2-1-1 Tampa Bay
May: Dr. Jeffery Ling, Evergreen Solutions, LLC
July: Jeffery Lorick, Office of Human Rights

If any department would like Joan Read or Jeffery Lorick to visit their office to provide information on harassment please contact them directly. Joan can be reached at x44727 or jread@co.pinellas.fl.us
Jeffery can be reached at x45356 or jlorick@co.pinellas.fl.us

Most of the delegate forms have been turned in. Any representative who has not received their form should contact that department.

Old Business
Donna Beim reported that House Bill 379 failed. HB 379 was presented in January for public safety dispatchers to be considered in the Special Risk category for the FRS.

Many departments still are not offering adequate succession management training prior to an announced retirement.

Taleo needs to be reviewed and some areas should be changed to include if a candidate has met the minimum requirements of the position. If someone accidentally chooses the incorrect field, they have no way of knowing their oversight. Employees should be able to print out the completed application to review the layout before submitting it.

Round Table Discussion
- The Emergency Management survey has been distributed for all employees to complete by the end of April. A suggestion to explain Phase III assignments more clearly before the survey was distributed did not occur due to timing factors. The PAO has additional exemptions for staff members regarding not having to work during emergency situations.
- Can the parking spaces for County employees be reviewed? There are a lot of empty spaces, especially in the parking garage.

Adjourned
Ashley Skubal made a motion to adjourn at 4:30. Mario Rugghia seconded the motion.

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

*EAC Representatives in attendance at this meeting.