Employees’ Advisory Council – Representative Meeting Minutes  
County Office Annex, Room 429, Clearwater, FL  
Wednesday, May 16, 2018, 2:30 p.m. – 4:30 p.m.

Prepared by Peg Poole, EAC Secretary

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

Approval of Minutes
Richard Carvale motioned to approve the 4-18-18 EAC Representative meeting minutes with an amendment. Ashley Skubal seconded the motion. Minutes were approved as amended.

Comments from Holly Schoenherr, Director of Human Resources
Holly updated the council on the new feature page in The Pen titled YOUR TOTAL REWARDS. Human Resources will include articles and information regarding subjects which should be of interest to all County employees.

Dr. Jeff Ling from Evergreen Solutions, LLC shared a PowerPoint presentation with the Personnel Board at the May 3rd meeting. His presentation outlined the 3 options Evergreen Solutions, LLC is suggesting from the data provided and the JAT results. The study includes information regarding strengths and weaknesses of the current pay policies and classifications. Holly has been meeting with the Appointing Authorities to discuss these options and to get their feedback on which option they would be comfortable moving forward with. When the final report from Evergreen Solutions, LLC is received it will be posted on the Human Resources website [see www.pinellascounty.org/hr/study].

Randy Rose asked if the County offered any discounts for childcare. The County does offer childcare referrals through the Employee Assistance Program (EAP) provider ComPsych GuidanceResources. Another option to search for a provider is the website www.MyFlorida.gov [Local childcare options include R Club and the Early Learning Coalition. ] Dependent care can also be paid for through a Flexible Spending Account if an employee chose that benefit option.

The Benefits Department would like to be contacted directly from employees for both good and bad issues. Human Resources will reach out to providers if needed when issues occur to rectify the situation. The projected savings for using Walgreens for prescriptions is $300,000. They will have a more accurate financial report on the saving by May 2019.

Lisa questioned why VALIC doesn’t allow an employees to take a 2nd loan on their money. Further discussion resulted in information stating that each company may have different provisions for loans within IRS regulations. Employees have the option to change their investment company. Lisa suggested that the investment companies should better outline the loan restrictions in the contract with the County.
Personnel Board Meeting – Updates from May 3, 2018
Charles represented the EAC at the Personnel Board meeting and provided them with updates. Topics included; the Leave Accrual Committee, the 5-21-18 joint meeting with EAC and Appointing Authorities, and the new Bright Idea logo for cost saving suggestions. As a follow up to the discipline appeal at the April Personnel Board, it is the opinion of the EAC, that if the current Anti-Bullying Policy had been place, that the action taken on the employee would have been resolved prior to the recent disciplinary action and appeal to the Personnel Board.

Lisa Arispe spoke to the Personnel Board requesting the board to review a couple of rules regarding disciplinary appeals. This would include allowing the rebuttal of witnesses. The other concern is for cases resulting in a tie vote by the Personnel Board. Currently the rule states if there is a tie vote for disciplinary appeals resulting from the Informal Grievance Panel’s decision; the Appointing Authority’s request for discipline is upheld. The County Attorney and Personnel Board will review both of these suggestions and concerns brought forward by Lisa.

New Business
Jackie Warr mentioned the additional homestead exemption is up for a vote in November. The potential changes could greatly affect the citizens of Pinellas County. Through discussion the council decided to ask a representative from the Property Appraiser’s Office to be the guest speaker at the September EAC Delegate meeting.

Ashley Skubal will be surrendering her position as Clerk North Representative due to new employment within Pinellas County. Ashley motioned to have Leena Delli Paoli replace her as the Representative for the Clerk North employees. Leena was present at this meeting and had received the second highest votes in the last Rep election for this area. Clare McGrane seconded the motion. Motion passed.

Updates from Charles Toney
Speakers for the upcoming Delegate meetings include:
May: Dr. Jeff Ling – Evergreen Solutions, LLC
July: Jeffery Lorick – Office of Human Rights
Sept.: Property Appraiser – Chair will send an invite.

Committee Reports
Advocates: No new cases to report on.

Legislative: Increase to FRS contribution to be paid by the County. Mary Flockerzi mentioned the County will have to increase its FRS contribution starting on July 1, 2018. Currently the County pays 7.9% and the increased amount will be 8.26% for regular class employees. County employees will not have an increase from the current 3% FRS assessment.

Leave Accrual: The committee met on 5-16-18. Data shows that Pinellas County has a lag in leave time for new employees as compared to surrounding counties. Jack Loring has provided information regarding the leave banks of current employees and how many employees had taken time without pay. Currently there is an approximate turnover rate of employees of 11%. Information was not available at this meeting as to what percentage of the turnover is due to retirement. Further information is being collected.

There was discussion at this meeting on the idea of adding additional Floating Holidays for new employees and consensus landed on a possible proposal of 2 additional Floating Holidays during the
first year and reducing to 1 additional Floating Holidays the second year and then on the same schedule as all other employees beginning the third year.

**Old Business**
Topics for the joint EAC and Appointing Authority meeting on May 21, 2018 will be initiated by the following Representatives:

- Respectful Workplace Behavior / Anti-Bullying Policy Update - Charles Toney
- Paid Parental Leave - Ashley Skubal
- Leave Accrual - Jackie Warr and Alicia Parinello
- Institutional Knowledge / Succession Management and double encumbering - Clare McGrane
- Merit Pay for Performance - Charles Toney

**Round Table Discussion**

- Hurricane overtime
- Suggest for employees to take the survey regarding *The Pen*
- Perhaps a representative from Supervisor of Elections can join the Property Appraiser at the September 27th Delegate meeting

**Adjourned**
Donna Beim made a motion to adjourn at 4:30. Lisa Arispe seconded the motion.

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<tr>
<th>Lisa Arispe*</th>
<th>Richard Carvale*</th>
<th>Peg Poole*</th>
<th>Linda Cahill</th>
<th>Bill Gorman*</th>
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<tbody>
<tr>
<td>Donna Beim*</td>
<td>Clare McGrane*</td>
<td>Doris McHugh*</td>
<td>Alicia Parinello</td>
<td>Randy Rose*</td>
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<td>Mario Rugghia*</td>
<td>Ashley Skubal*</td>
<td>Charles Toney*</td>
<td>Jackie Warr*</td>
<td>Marion Nuraj*</td>
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*EAC Representatives in attendance at this meeting.