Employees’ Advisory Council – Representative Meeting Minutes
County Office Annex, Room 429, Clearwater, FL
Wednesday, September 19, 2018, 2:30 p.m. – 4:30 p.m.

Prepared by Charles Toney, EAC Chair

Call to Order
The EAC Representative meeting was called to order at 2:30 p.m. by Chair, Charles Toney. Charles asked all in attendance – EAC, Human Resources, and guests to please sign in so this record will show the interaction for Personnel Board members’ review.

Approval of Minutes
Donna Beim motioned to approve the Representative minutes from the August 15, 2018 meeting as amended. Clare McGrane seconded the motion. Minutes were approved. Additional corrections were made to the July 18, 2018 EAC Representative meeting minutes – motion to approve by Richard Carvale with second by Linda Cahill – motion passed. The 8-15-18 Merit Pay Committee minutes were approved during the committee meeting which was held prior to the Representative meeting on September 19, 2018.

Comments from Holly Schoenherr, Director of Human Resources
Information on Annual Benefits Enrollment is starting now [For more information, see www.pinellascounty.org/hr/annual-enrollment]. The 2019 Tobacco Premium will be $500.00 beginning in April 2019. Tobacco users may avoid the premium by completing a cessation program between 8/1/18 and 3/31/19. There is an on-line tool to calculate health costs to help in making a decision on which benefits plan to choose. Rally shows information on the date of your last biometric screening and the date you entered the information for your health survey. [For more information, see the Rally Help Guide.] Questions on retirement can be directed to the FRS or to Gayle May with Human Resources.

The Personnel Board has approved the Classification and Compensation Study. If an employee wants to appeal their results the first step is the request for a secondary review by Evergreen which has to be received by September 24, 2018. Holly stated she requested Evergreen to prioritize those with a downward classification to be reviewed first. Leena asked about the appeals process. Holly stated she had no objections to people appealing. She stated the Appointing Authorities had the option in July to discuss classification issues. Question was asked, how many Evergreen employees worked on the study; four Evergreen employees were assigned to work on the study, there could have been others. As of the meeting date, about 250 employees requested a secondary review by Evergreen [NOTE: A total of 525 employees requested secondary reviews as of the deadline on September 24th].

Personnel Board 9-06-18 comments
Charles gave an update on the Personnel Board meeting held September 6, 2018. Pinellas County building inspectors were in attendance. They spoke to the Board stating inspectors are leaving for work outside Pinellas County due to the higher salaries. This meeting was well attended by EAC members and other employees with concerns. Reductions in salary as a result of the study will not
take effect until January to allow time for appeals. Randy Rose questioned the issue of loss of career ladders – career ladders are developed by departments and approved by the Personnel Board.

Committee Reports
Advocate Committee - Lisa Arispe stated she was going to look into the changes in process of the appeals.

Legislative Committee - Nothing to report at this time.

Suggestion Awards Committee - Tim Closterman spoke about new suggestions submitted and awarding of the BIG check.

Merit Pay Committee - 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. 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 Decker will take a look at merit pay systems being used by other organizations. Charles Toney apologized to Jack Loring for a comment made at the previous Rep meeting – “Taking 15+ years to reach midpoint is ridiculous” explaining that this comment was not directed to him but that 15+ years to reach midpoint (market pay for the position) is not acceptable and the EAC will look at ways to shorten this process.

Old Business
Claire McGrane made a motion, seconded by Jackie Warr, as follows: Following two weeks notice to the EAC and Human Resources and approval of the Personnel Board, the EAC recommends revising the Other Appointing Authorities section of Article V of the EAC Bylaws to remove the Construction Licensing Board and change Planning Council to Forward Pinellas. The motion passed unanimously.

The Total Benefits Manager position interviews have been completed. Lisa Arispe was involved with this process.

New Business
- With Peggy Poole leaving County employment, the current At Large Representative is open. It was decided to leave this open until upcoming EAC elections are completed.

- EAC Elections - Jackie Warr, Linda Cahill and Clare McGrane will make up the Election Committee, Doris McHugh will serve as an alternate. November 14th, 2018 is the Elections meeting, December 10th, 2018 is to meet to certify votes.

Mario Ruggia will be resigning from the EAC as a Representative due to changes at work.

EAC / Appointing Authorities Joint Meeting – Scheduled for 10-15-18
Adjourned
Lisa Arispe made a motion to adjourn at 4:45 p.m., Jackie Warr seconded the motion.

<table>
<thead>
<tr>
<th>Lisa Arispe*</th>
<th>Donna Beim*</th>
<th>Linda Cahill*</th>
<th>Richard Carvale*</th>
<th>Leena Delli Paoli*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bill Gorman</td>
<td>Clare McGrane*</td>
<td>Doris McHugh</td>
<td>Marion Nuraj</td>
<td>Alicia Parinello*</td>
</tr>
<tr>
<td>Randy Rose*</td>
<td>Mario Ruggia</td>
<td>Charles Toney*</td>
<td>Jackie Warr*</td>
<td></td>
</tr>
</tbody>
</table>

*EAC Representatives in attendance at this meeting.