Employees’ Advisory Council – Representative Meeting Minutes  
County Office Annex, Room 429, Clearwater, FL  
Wednesday, October 17, 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.

Introductions
Henry Gomez will be filling in for Mario Ruggia as EAC Representative for BCC Group I.

Approval of Minutes
The EAC Representatives minutes for September 19, 2018 were approved by Donna Beim, seconded by Lisa Arispe. The Merit Pay Committee minutes for September 19, 2018 were approved prior at that meeting.

Comments from Holly Schoenherr, Director of Human Resources

- Irena Karolak was promoted to Human Resources Officer, position previously held by Tim Closterman who now works for the Supervisor of Elections.
- Holly asked if anyone had comments on the updated Drug-Free Workplace Policy. No comments or questions made. This policy was updated due to grant requirements for Forward Pinellas.
- Holly presented the Pay Policy Report from Evergreen and asked for any comments or questions. Discussion ensued on how to implement a merit pay system to quantify what each employee in each department is doing.
- Henry Gomez spoke on licenses needed for positions and those that go above and beyond getting more done, showing initiative in getting higher licenses than required.
- Charles questioned several comments contained in the Evergreen Pay Policy Report. The County does not have a merit system in place, the budget statement in the report is an opinion not specific to Pinellas County, it is important to keep the general increase and bring back the merit pay plan.
- Holly will bring the corrections on the crew chief positions to the Personnel Board at the November 1, 2018 meeting. Discussion on the reviews by Evergreen.
- Health care benefits were discussed. The difference between declining and opting out of health care insurance. There are less than 200 employees that opt out.
- Terri Wallace spoke on the wellness incentives and stated they are based on the consultant recommendations. It was brought up by Leena Delli Paoli, the Weight Watchers Program actually holds the employee accountable, where they have to weigh in, not just filling out a survey, or the fruit and veggie challenge online.
- Annual Enrollment for benefits is in process with a deadline of 11-14-18 for completion.
Committee Reports

Advocate Committee - nothing to report at this time.

Legislative Committee - nothing to report at this time.

Suggestion Awards Committee - nothing to report at this time.

Merit Pay Committee – Meagan Decker - HR representative on the committee provided information on merit based systems being used in other areas for our review. The committee discussed the previously used merit pay system and will look at examples of the way it was used in the past and suggested changes for current situation use. The 100 point spread in each category could be divided by four and merit awarded at 0.25% increments. The intent is to have a draft merit pay plan to the Appointing Authorities for review so that funds for merit pay can be included in the 2019/2020 budget.

Old Business

- The EAC unanimously agreed to go forward with requesting the formation of a Benefits Advisory Committee. A letter will be drafted by the EAC to the BCC.
- Henry’s term was discussed in taking over for Mario Rugghia that is leaving the council.
- Total Rewards Manager position is going out for the 4th time to fill the vacant position.
- Emails are allowed to be sent on the EAC Elections as long as approved by the Appointing Authority and following County policy.
- The joint AA/EAC meeting held on October 15, 2018 was discussed.
- Stand by pay, taking vehicles home, and / or out of the County was also discussed.

New Business

- Bill Shulz – one of the two EAC Appointees to the Personnel Board has indicated that he will remain on the Board for 2019-2021.
- Charles asked for recommendations on speakers for the 2019 Delegate meetings. Several of the Appointing Authorities signed up at the joint AA/EAC meeting. It was suggested to have an update from the Pinellas County response team that assisted in the Panhandle after the hurricane.

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

*EAC Representatives in attendance at this meeting.
Lisa Velazquez attended for Marion Nuraj.