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

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

Introductions
Assistant to the County Administrator – Canaan McCaslin
Senior Assistant County Attorney – Carole Sanzeri
Kevin Connelly - replacing Alicia Parinello representing – Other Appointing Authorities

Approval of Minutes
- The 11-14-18 EAC Representative meeting minutes were approved with a motion by Linda Cahill, seconded by Clare McGrane.
- The 11-14-18 EAC Merit Pay Committee meeting minutes were approved with motion by Lisa Arispe and seconded by Leena Deli Paoli at the 12-19-18 Merit Pay Committee meeting.
- The 11-15-18 EAC Delegate meeting minutes were approved with motion by Donna Beim, seconded by Jackie Warr.

Comments from Holly Schoenherr, Director of Human Resources
- Evergreen Class & Comp Study Update – the response to requests for a second review will be coming soon, some questions on the effects to departments were addressed by Jack Loring.
- The new HR liaison to work with the EAC will be Carol Strickland. The EAC thanked the outgoing liaison Camille Evans for her help to the EAC over the past several years.
- Holly spoke about the Benefits Advisory Committee (BAC) formation and the BCC Resolution 18-90 and her concerns that the Sunshine Law may have been violated. Charles indicated that he has already had conversations with the HR Director and the County Attorney’s Office and has expressed he does not believe violations of the Sunshine Law occurred because there was not a meeting or conversation between EAC Reps concerning the topic in question. Assistant to the County Administrator – Canaan McCaslin indicated that the BAC had been discussed previously, as far back as May of 2017, and it was presented to the BCC by the County Administrators Office and not the EAC. Senior Assistant County Attorney – Carole Sanzeri explained that all information concerning EAC member communication on the BAC will be reviewed for possible violation of the Sunshine Law. If it is determined that the Sunshine Law was violated, a remedy is to provide a “cure” which she explained is a process to bring up the context of the sunshine law violation at the next meeting (in the sunshine). Charles also emphasized that the information request is very specific to correspondence between two or more EAC Representatives concerning the BAC and only this specific information, if there is any, should be provided.
- HR Director Performance evaluation input due to the Personnel Board prior to the March Personnel Board meeting.
Personnel Board
Charles gave an update on the Personnel Board Meeting held December 6, 2018.

There are two new Personnel Board Members – Jeffery Kronschnabl and Kenneth Peluso both appointed by the Board of County Commissioners.

The EAC Representative elections went well and there has been no negative feedback on the use of e-mail for campaigning.

Charles commented on several statements in the Evergreen Pay Plan that was provided to the board members at the November meeting.

Merit Pay Committee – The EAC believes that merit pay will help reduce employee turnover and retain new employees. The general cost involved in replacing and training an employee is about 6-9 months of salary for that position. The EAC is working to have a recommendation to present to the AA’s in the spring of 2019 so funds can be considered for merit increases for the 2019/20 budget. Currently the major reasons for employees leaving a position is: retirement, money, and management issues. Management issues continues to be a concern for the organization.

Charles commented on the Benefits Advisory Committee (BAC) – this item was brought up at the October 15th joint EAC / AA meeting. The initial thought was to provide input on potential changes to the health benefits. The process of forming the BAC has moved rapidly and Charles shared his opinion that he doesn’t think all parties were in agreement on the purpose and establishment of the committee. He believed all parties involved agree the BAC would provide beneficial input from stakeholders and the EAC wants to make sure time is provided for the proper formation of the committee. The BAC is scheduled later on the Personnel Board (PB) Agenda for discussion and the EAC respectfully requests to be able to further comment if needed when this item is discussed. The PB discussed the BAC and deferred decision on this item to the March PB meeting.

Committee Reports
- Advocates – no updates
- Awards Committee - no updates.
- Leave Accrual Committee - This request to add 2 Floating Holidays will be forwarded to the Appointing Authorities with supporting information for consideration for approval.
- Merit Pay Committee – A representative from the Office of Management and Budget will be invited to the next meeting to provide input on the costs involved with implementing the merit pay plan. The recommendation for merit pay is that it will be in addition to a general increase not replacing it. Employees should be able to reach the mid-point of their pay range in about 5-years. The merit pay plan is to include funding for Clerk of the Court employees.

Old Business
- The EAC Representative elections have been completed. There is only one change with Kevin Connelly replacing Alicia Parinello representing – Other Appointing Authorities.
- The Council voted Henry Gomez as Representative for BCC Group 1 to replace Mario Ruggia who was not able to continue due to work commitments.

New Business
- Health Benefits Advisory Committee – two EAC appointees selected. Lisa Arispe, Henry Gomez.
• First Responder status and pay – will be brought up for discussion with the County Administrator.

• Paid Family Leave – Family Addition - new born / adoption, Caregiver - elderly family care, critical illness care. The County could lead the way with including caregiver time in a paid family leave policy.

• Election of EAC Officers for 2019 – Charles informed the Council that he would not be seeking EAC office for the 2019 year due to work commitments. The following officers were voted in by the council.
  
  Chair - Lisa Arispe  
  Vice Chair - Marion Nuraj  
  Secretary - Leena Delli Paoli

• At Large Representative – selection deferred to future meeting.

• The next EAC Delegate Meeting will be held at Heritage Village.

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

*EAC Representatives in attendance at this meeting.