Meeting was called to order at 9:05 am by Charles Toney, EAC Chair.

Passing of Commissioner John Morroni – Ken Burke gave a tribute and prayer for Commissioner Morroni who passed away May 20, 2018. Mr. Morroni served for 18 years on the Pinellas County Board of County Commissioners.

Introductions:
EAC Representatives, Appointing Authorities, and others in attendance introduced themselves.

Respectful Workplace Behavior / Anti-Bullying Policy: led by Charles Toney
The policy has been approved and is currently in use. Human Resources has been instrumental in offering classes in conjunction with the Office of Human Rights to ensure all employees are aware of their rights and how to address issues. It was mentioned that if the policy had been in place earlier the discipline and appeal hearing which was finalized at the Personnel Board meeting in May probably would have been avoided.

Parental Leave: led by Ashley Skubal
Parental leave needs to be addressed similarly to the counties surrounding Pinellas. Many employers are allowing parents leave time in cases of birth or adoption of a child. Pinellas County should be competitive with other employers in an effort to entice and retain employees. The Appointing Authorities previously agreed to allow both parents 12 weeks of parental leave each using a combination of FMLA and annual leave, when both parents are employed by the County.

Succession Management / Institutional Knowledge: led by Clare McGrane
The EAC is concerned about the lack of training and the knowledge that is lost when employees retire or resign. Some employees jealously guard their job knowledge. Whether they are being greedy or afraid to share, it happens more than we’d like to admit. Sometimes the person leaving would like to aid in training their replacement, but the replacement doesn’t get hired soon enough. Some adjectives for consideration: important, indispensable, significant, critical and essential. Even mundane processes may be overlooked but can be important to the organization. So much time and energy is invested in training each employee, how can the County afford to allow employees to hoard their knowledge? Ken Burke asked about the rules regarding hiring replacements before an employee leaves the County. Holly Schoenherr responded that there are no restrictions on hiring exempt employees; however, due to the current Personnel Rules governing classified employees, a competitive recruitment process is required. It was suggested that the Rules may need to be reviewed in an effort to retain institutional knowledge.
**Leave Accrual**: led by Jackie Warr and Alicia Parinello  
The EAC has created a committee to review the current leave accrual as an effort to retain or recruit new employees. The attached data was provided to the Appointing Authorities highlighting the need for the County to implement changes to the current policy. The EAC believes that some new employees are hesitant to take time off without pay if they are sick or a family emergency arises. The current rules have restrictions on when new employees are eligible for paid time off with regards to the use of Floating Holidays and Personal Days. With the assistance of Jack Loring from Human Resources data has been collected from surrounding counties to compare with the current accrual policy. The EAC is not suggesting for sick pay to be implemented but is researching other options to provide competitive leave time. The committee will continue to discuss possible suggestions to present to the Appointing Authorities for their approval.

**Merit Pay**: led by Charles Toney  
Merit increases continue to be an important topic brought to the EAC by employees. Some EAC members believe that there seems to be turnover with newer employees due to no monetary rewards for their efforts. They also believe that good quality people are being hired but many are leaving in a year or two when their efforts are not rewarded. Another opinion is that some others that stay become unmotivated to put out extra effort when currently, if there is a pay adjustment, everyone gets the same increase regardless of the effort put forth. Mark Woodard, at a previous joint meeting, expressed his thoughts that until a plan is implemented for merit performance evaluations, no money will get budgeted for merit pay. The EAC is requesting that a system for a true merit-based raise be implemented. Holly Schoenherr commented that until the Classification and Compensation Study is completed and discussed by all stakeholders, no pay for performance will be considered. The priority for the $2 million currently budgeted for FY18 will be used to address current inequities within the current pay classes and policies. Current updates and the final report from Evergreen Solutions, LLC will be posted on the Human Resources website [see www.pinellascounty.org/hr/study]. The EAC plans to set up a committee to look at possible options for merit pay based on performance and will invite Human Resources to participate as this worked well with the Anti-Bullying Committee for gathering information and discussions. Holly Schoenherr indicated that HR is willing to work together with the EAC on this committee.

**Open Discussion:**  
Mike Twitty, Property Appraiser, has been asked to address the upcoming homestead exemption which will be on the November ballot. County residents must be made aware of the potential for Pinellas County to lose $21.7 million from the general fund if the vote is passed. It is projected that only 1/3 of the residents will benefit if the homestead exemption increase is passed. Understanding all of the factors involved with homestead exemptions is critical; therefore, Mike has agreed to present the facts at the September 27, 2018 Delegate meeting. The council will also request a representative from the Supervisor of Elections to be available to answer questions about the ballots.

Peg Poole motioned to adjourn the meeting at 10:20. The motion was seconded by Lisa Arispe.