



Employees' Advisory Council



to continually improve the Pinellas County classified employees' quality of work life

APPROVED BY THE EAC

Employees' Advisory Council – Delegate Meeting Minutes

Heritage Village, 11909 125th Street, Largo, FL
Thursday, January 24, 2019, 8:00 a.m. – 10:00 a.m.

Prepared by Leena Delli Paoli, EAC Secretary

Call to Order

The EAC Delegate meeting was called to order at 8:07 a.m. by Chair Lisa Arispe.

Comments from Holly Schoenherr, Director of Human Resources

- Phase 1 of the Classification and Compensation Study felt rushed because of the time constraints so the Secondary review process has been slowed down to focus on quality over speed
- Phase 2 of the Classification and Compensation Study will be focusing on the Exempt positions. The process will be similar to Phase 1 with an original and secondary review process. Career Ladders will also be established for those positions that allow for Career Ladders [To clarify, the plan is not to establish additional career ladders but rather to introduce new methods to recognize career growth through pay increases.]
- Internal Equity will be looked at to minimize rank and range compression
 - Rank Compression is when the rate of pay between a Supervisor and their Direct are too close or the direct may even be making more than the Supervisor
 - Range Compression is when the employees are not spread out correctly throughout a pay range (skills, length of time, performance, etc.)

Guest Speaker

- Ken Burke, Clerk of the Circuit Court and Comptroller, was unable to attend the January 24, 2019 meeting and will instead come to the March 28, 2019 meeting

Committee Reports

- Advocates – The committee welcomed a new member.
- Merit Pay Committee - Going to move forward with plans to recommend a program similar to the previous Merit Pay Program – Will be making adjustments to make sure that the system is as successful as possible – Bill Berger attended the Merit Pay Committee meeting and stated that the Office of Management and Budget would be willing to verify our numbers

Open Discussion

- Question and answer session. The HR Director spoke on the resolution by the BCC to create a Benefits Committee which will be comprised of each of the Appointing Authorities, 2 members of the EAC and a representative from REPCO. The concerns primarily focused on the Evergreen Study and the effect on employees

Adjourned

The meeting adjourned at 9:40 a.m. for Delegates to meet with Representatives and cleanup.

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

*EAC Representatives in attendance at this meeting.