Employees’ Advisory Council – Representative Meeting Minutes

County Office Annex, Room 429, Clearwater, FL
Wednesday, December 18, 2019, 2:30 p.m. – 4:30 p.m.

Prepared by Leena Delli Paoli

Call to Order
The EAC Representative meeting was called to order at 2:30 p.m. by Chair Lisa Arispe.

Approval of Minutes

- The November 20, 2019 Representative meeting minutes were approved with a motion by Donna Beim, seconded by Clare McGrane. Unanimously approved.
- The November 21, 2019 Delegates meeting minutes were approved with a motion by Christian Steiermann, seconded by Randy Rose. Unanimously approved.
- The December 9, 2019 Representative/Appointing Authorities minutes were approved with a motion by Marion Nuraj, seconded by Henry Gomez. Unanimously approved. Pending AA approval.

Comments from Holly Schoenherr, Director of Human Resources

- Taleo – Meagan Decker and Heather Smith were invited to discuss the issues that employees have been experiencing while applying for positions using Taleo. Heather was not aware of any issues with replacing resumes. She will follow up with Leena Delli Paoli to see where the issue is occurring.
- Grievance Panel – Peggy Sellards spoke to the committee about the Grievance Panel Volunteer List. The number of volunteers on the list is decreasing, and the EAC is responsible for recruiting volunteers. Placing information in the Pen was suggested, as well as asking delegates and employees in your sections.
- Benefits Committee – Holly provided the Representatives a draft version of the guidelines for the Unified Personnel System’s Benefits Advisory Committee, which includes: the Purpose, Scope, Guiding Principles, Committee Structure and Membership, Membership, Committee Orientation Topics and Proposed 2020 Timeline.
  - The Benefits Committee is not a sunshine body so there will not be minutes, however it is not a secret either. Employees, with permission from their supervisor, could attend meetings and listen only.
- Merit Pay – Ken Burke and Barry Burton will give a presentation on Merit Pay to the Delegates at the January Delegate Meeting. The Appointing Authorities will have their next merit pay meeting in February.
- HR Director Review – Appreciates our effort on the HR Director Review; uses the feedback for improvement.

Old Business

- HR Director Review – Additional comments will be added to the review. Additional comments are as follows:
  - Interpersonal – Sunshine Violation Accusations and Bullying Violation Investigation did not foster a positive relationship with the EAC.
• EAC Goals/Initiatives – Will be discussed in 2020

**New Business**
• Delegate Meeting – The January meeting has been moved to Heritage Village on January 22, 2020. The meeting was moved so that Ken Burke and Barry Burton may attend and give the Merit Presentation.
• Election of EAC Officers for 2020 – The following officers were voted in by the council.
  o Chair – Lisa Arispe
  o Vice Chair – Charles Toney
  o Secretary – Leena Delli Paoli

**Adjourned**
Marion Nuraj made a motion to adjourn at 4:44 p.m., seconded by Ashley Skubal.

<table>
<thead>
<tr>
<th>Lisa Arispe*</th>
<th>Donna Beim*</th>
<th>Linda Cahill*</th>
<th>Richard Carvale*</th>
<th>Kevin Connelly*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leena Delli Paoli*</td>
<td>Henry Gomez*</td>
<td>Bill Gorman</td>
<td>Clare McGrane*</td>
<td>Doris McHugh*</td>
</tr>
<tr>
<td>Marion Nuraj*</td>
<td>Randy Rose*</td>
<td>Ashley Skubal*</td>
<td>Christian Steiermann*</td>
<td>Charles Toney*</td>
</tr>
</tbody>
</table>

*EAC Representatives in attendance at this meeting.