



Employees' Advisory Council – Representative Meeting Minutes

Virtual Meeting, Zoom

Wednesday, October 21, 2020, 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. Technology Moderator, Ralph Reid, took a roll call to ensure a quorum had been met and provided instructions for the virtual meeting.

Approval of Minutes

- The August 19, 2020 Representative meeting minutes were approved with a motion by Charles Toney, seconded by Bill Gorman. Approved by all. Motion carried.
- The September 16, 2020 Representative meeting minutes were approved with a motion by Henry Gomez, seconded by Jeff Albenzio. Approved by all. Motion carried.

Comments from Kimberly Crum, Director of Human Resources

- Introduction – This was the first meeting since the New HR Director was appointed. Kimberly Crum introduced herself to the council and informed us of her prior background.
- FMLA Update – In 2022, the FMLA rules will change from a calendar year to a rolling calendar. In 2021, employees will have a choice as to which way they want to use it. Those that were planning to use FMLA from December/January will not be affected.
- Virtual Visits – UHC was charging the incorrect fee for virtual visits. The copay for a virtual visit is \$15.00. If you were charged incorrectly contact benefits. HR will be sending out an email with this information.
- Open Enrollment – Open enrollment starts next week. Information will be communicated through email, online virtual events, in person events and in OPUS All employees must participate in open enrollment, you do not want the decisions made for you.

Personnel Board 10/07/2020 Comments

- Termination Appeal – After hearing testimony from the terminated employee and the Appointing Authority, the Personnel Board voted to uphold the termination.
- EAC Representative – The Personnel Board would like the EAC Rep (Chair or Vice Chair) to attend the meetings in person. As of right now, the ability to do virtual meetings expires on October 31, 2020.

Committee Reports

- Awards Committee – Bill Gorman will take over for Linda Cahill on the Awards Committee.
- Other – Leave Accrual – The EAC previously had a Leave Accrual Committee that looked at the current leave accrual rates and compared them to other counties, however their proposal was tabled by the Appointing Authorities. Charles will send the previous proposal to all Reps for review. The leave accrual will be discussed at the next meeting and may require additional meetings.

Old Business

- EAC Elections – The *Other Appointing Authorities* seat is the only seat that will require a vote. All other seats that were up for election had only one nomination, or candidates withdrew their nomination.
- Bylaws – The Bylaws were reviewed previously, but the changes never made it past the Personnel Board. Charles Toney will send the current bylaws and the previous revisions to all Representatives to review. The bylaws will then be discussed at a future meeting.
- Paid Parental Leave – The question was asked if we can readdress Paid Parental Leave, since the benefits committee process is not something that will take place quickly.
 - Kimberly Crum said that she will personally take a look at the possibility of Paid Parental Leave.

New Business

- EAC's Personnel Board Chair – The EAC selects two of the members of the Personnel Board. Bill Schulz is expiring this year. Bill Schulz will remain the EAC's appointed chair with a motion by Charles Toney, seconded by Bill Gorman. Approved by all. Motion carried.
- EAC Rep for Supervisor of Elections – Linda Cahill is unable to continue at this time. Since it is so close to the end of the year, the seat will remain open at this time.
- Probation on Promotions – The question was asked about what recourses an employee has when they are demoted back to their previous position.
 - Employees are given a six month probation window after they receive a promotion, if the promotion doesn't work out, the employee can be moved back to their previous position.
 - Just like when an employee is first hired, if the position doesn't work out, the Appointing Authority does not have to provide the employee specific reasons why they have chosen to move them back down, they can, but it is not a requirement.
- Dental Cap – The question was asked if the Dental Cap can be increased.
 - The current Dental Cap is written into the Plan. HR will be looking into this for year 2022; when the current contract expires.
- EAC Rep Visits – Kimberly was asked if she would be conducting EAC Rep visits so that she can see what it is that our departments do.
 - Kimberly stated that she would be willing to visit any of the Reps that are interested in having her visit.

Adjourned

Charles Toney made a motion to adjourn at 4:30 p.m., seconded by Kevin Connelly.

Jeff Albenzio*	Lisa Arispe*	Donna Beim*	Linda Cahill	Kevin Connelly*
Leena Delli Paoli*	Katiah Fitzpatrick*	Henry Gomez*	Bill Gorman*	Tami Maloney*
Maggie Miles*	Clarethia Monroe*	Randy Rose*	Christian Steiermann*	Charles Toney*

*EAC Representatives in attendance at this meeting.