



Employees' Advisory Council – Representative Meeting Minutes

Wednesday, November 18, 2020, 2:30 p.m. – 4:30 p.m.

Pinellas County Extension Office – 12520 Ulmerton Road, Largo

Prepared by: Katiah Fitzpatrick

Call to Order

The EAC Representative meeting was called to order at 2:30 p.m. by Vice-Chair Charles Toney.

Approval of Minutes

- Minutes for the October EAC Representative Meeting are not available at this time.

Human Resources Update – HR Director Kimberly Crum

- Annual enrollment for benefits is underway.
- Virtual training available for supervisor class.
- The 13th Annual Virtual Colors of Pinellas Art Show entries were judged by three local art professionals and the awards were revealed November 9.
- Covid Fatigue webinar this Friday 11-20-20.
- The Wellness is available for updates at in-person meetings.
- Free Onsite Flu Shots Begin November 5
- Rally – the annual health survey update is required prior to the end of the year; the biometrics is not required. The Health Survey must be completed by 12-31-20 by 12:00am to avoid the \$500.00 surcharge.
- Working remotely is dependent on the Appointing Authority and Department management approval.
- Payment of hours worked for Disaster Overtime is dependent on the Appointing Authority and Department.

Benefits Committee Update

- Met 3-weeks ago. Currently vision casting and forming sub-committees.

EAC Elections

- Update provided by Carol Strickland with HR.
- EAC Election Committee – Randy Rose, Leena Delli Paoli, & Henry Gomez
- The only Representative area with multiple candidates is for Other Appointing Authorities
- Ballots will be distributed by e-mail via Survey Monkey to the employees in those areas on Monday November 30, 2020 with all ballots required to be returned by December 11, 2020.

Old Business

- EAC By-Laws – updates were discussed; unanimous approval to forward to the Personnel Board for their review and approval.
- Review of previous recommendations from the EAC Leave Accrual Committee
 - Personal Days (PD) and Floating Holidays (FH) awarded to new hires – Provide 2-Floating Holidays and 2-Personal Days to new hires with 1-FH dropped if hired after March 31, 1-FH & 1-PD dropped if hired after June 30, 2-FH & 1-PD dropped if hired after September 30. Currently: 2 FH if hired between January 1st – April 30th; 1FH if hired between May 1st- August 31st; 0 FH if hired between September 1st- December 31st. 1PD if hired between January 1st- August 31st; 0 PD if hired between September 1st to December 31st.
 - Allow carry over of any unused FH & PD for the first calendar year of employment only.
 - Add 1 additional Floating Holiday at the beginning of the calendar year upon completion of five continuous years of employment – if an additional Floating Holiday is granted for all.
 - Add 1 additional county wide Holiday for all Departments within Federal and State restrictions (suggestions – Good Friday, Columbus Day).
 - Leave Accrual – discussed adding hours to leave accrual for all employee classes – Classified, Firefighters, & Exempt.

New Business

- Discussed joint EAC / AA meeting. EAC should request the Joint meeting.
- Lisa is scheduled to provide the EAC article for the December PEN.
- Discussed the requirements to include virtual participation at the EAC Rep meetings.

Adjourned

- Katiah Fitzpatrick made a motion to adjourn at 4:30 p.m., seconded by Randy Rose.

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

*EAC Representatives in attendance at this meeting.