



Advocates for a better workplace.

Group I: Tim Burgess  
Group IV:  
Group VII: Randy Creller  
Group X: Eileen Yates

Group II: Ron Kuley  
Group V: Elizabeth Schreffler  
Group VIII: David Newhall  
Group XI: Vicki Kammerude

Group III:  
Group VI: Dalal Hasan Hamad  
Group IX: Dwight Greear

Meeting Date: October 19, 2017

**In Attendance:**

Tim Burgess	Vicki Kammerude
Randy Creller	Ron Kuley
Dwight Greear	David Newhall
Dalal Hasan Hamad	Libby Schreffler

**New Employees:** receive a folder with information that is reviewed with them. Robin Baker, OD&T, can add EAC information to the new employee packet.

**Topics Discussed with the Acting County Executive and HR:** Shelly Cobb attended for HR.

- Grievances and allowable time for response: *10 days is standard; a mutually acceptable and agreed extension is possible. The County Attorney has advised that the County Executive is exempt from the 10- day limit*
- Kaiser Permanente refund/rebate changes: *Reduced rate for 2016-17 refunded in 2017; employees =20%, county =80%, retirees 100%. Letters were sent to employees. Employee input in health benefit plan designs are a possibility starting January 2018.*
- Employee groups perpetuating inaccurate information: *15 different employee groups. Monthly meetings with larger groups to keep employees informed and to clarify and keep information accurate is among the different mechanisms used.*
- OPA Award with Administrative Leave Day: *The Administrative Leave Day Award has an expiration date. Employees should contact Cathy Spage if they encounter a problem.*
- Motivate Me: *Goal is to incentivize healthy lifestyle changes with funds going to those rewards employees claim most. Period for earning rewards begins in January and ends in December. LiveWell sponsored activities that included prizes were removed from MotivateMe to avoid duplicate rewards.*
- NeoGov: Recruitment and Employment  
*Sherry Rowe retired, Toni Garcia replaced her. Nine recruiters county-wide and each has assigned agencies. Both the agency and recruiter can change an application status report. The hiring agency should communicate with the applicants. Training for employees and HR is being developed.*

**EAC Schedule:**

EAC will meet November 2,9,16  
December 7,14,21

Meeting adjourned: 11:30 am