

Personnel Committee Meeting

July 28, 2022 at 11:30 AM

Clark Partington Conference Room

125 E Intendencia Street

Pensacola, FL 32502



Call to Order

Approval of Minutes

Discussion Items:

- ECT Staff Benefits
 - Health Insurance (Florida Blue PPO)
 - Dental Insurance (Aetna)
 - Vision (EyeMed)
 - Retirement – 457 Plan vs. FRS
 - Short-term and Long-term Disability (TBD)
- Percentage of cost to be covered by ECT
- Executive director contract revision

New Business

Public Comment*

Adjournment

** The Escambia Children's Trust welcomes comments from the public. Those who wish to address the Board may do so at this time. Those addressing the Board should complete a Public Comment Form prior to speaking and should state their full name and affiliation for the official record. In the interest of time, we ask that one person be designated to speak on behalf of a constituency and that all comments are limited to three (3) minutes. Thank you.*

Next meeting:

Grants Workshop

Thursday, July 28, 2022

Noon – 4 PM

Clark Partington Conference Room

125 E Intendencia Street

Pensacola, FL 32502

Personnel Committee Minutes

Thursday, July 14, 2022, at 2:00 PM
Appleyard Agency Meeting Room
4400 Bayou Blvd, Ste #34
Pensacola, FL 32504



Members in attendance were David Peaden, Stephanie White, and Tori Woods. Others in attendance were Tammy Greer, ECT Executive Director; Meredith Bush, General Counsel; Aviyonne Tart, Communications Specialist & ECT Board Liaison, Kimberly Krupa, Director of Programs & Performance; and Tammy Abrams, Director of Finance & Operations.

- **David Peaden called the meeting to order at 2:00 PM.**
- **There was not a quorum, therefore no actions will be taken.**
- **Discussion Items**
 - **ECT Staff Benefits**
 - Discussion of staff pay, benefits, additional assistance provided by outside agencies, and the percentage of benefits costs to be covered by ECT.
 - **New Business**
 - Discussion of financial software.
- **There were no public comments.**
- **Mr. Peaden adjourned the meeting at 2:55 PM.**

Next meeting:

Personnel Committee Meeting
July 28, 2022, at 11:30 AM
Clark Partington Law
125 E Intendencia St
Pensacola, FL 32502

Needs Assessment and Personnel Joint Committee Minutes

Tuesday, May 10, 2022, at 4:45 PM

Ernie Lee Magaha Building

221 Palafox Place, Pensacola, FL, 32502



Members in attendance were David Peaden, Stephanie White, Patty Hightower, and Tori Woods. Others in attendance were Tammy Greer, ECT Executive Director; Meredith Bush, General Counsel; and Aviyonne Tart, ECT Board Liaison.

- **David Peaden called the meeting to order at 4:46 PM.**
- **Approval of Minutes**
 - Stephanie White called to approve the 5/2/22 minutes and 5/10/22 agenda.
- **Discussion Items**
 - The committee discussed salary wages for director positions in Florida and how the Trust would need to match that to find highly qualified candidates.
 - The committee discussed the budget, maintaining that the salaries are within the itemized budget line.
 - Ms. White made a motion to advertise the director of finance position for another week with \$85,000 to \$99,000 as the salary range. Patty Hightower seconded and all members present were in favor.
 - The group discussed possibilities for research assistants, including internships from the local colleges in the area being a viable option if the hired program director requires one.
 - Ms. White motioned for increasing director of programs pay to a range of \$80,000-\$90,000 and advertising for another week. Ms. Hightower seconded, and all members present were in favor.
 - The Trust employees will work from home while the PSC campus is closed on Fridays during the summer and for winter break and spring break.
- **There were no public comments.**
- **Mr. Peaden adjourned the meeting at 5:22 PM.**

Next meeting:

Full Board Meeting

June 14, 2022 at 5:30 PM

Ernie Lee Magaha Building

221 Palafox Place, Pensacola, FL, 32502