



Juvenile Welfare Board of Pinellas County

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Finance Committee Meeting Notes

December 9, 2008 @ 4:00 p.m.
EpiCenter, Room 450

Committee Members Present: Commissioner Ken Welch, Chair; Honorable Bob Dillinger; Honorable Bernie McCabe; Martha Lenderman (JWB Board Secretary)

JWB Staff Present: Gay Lancaster, Executive Director; Browning Spence, Deputy Director; Lisa Sahulka, Director of Programs and Finance; Sue Walterick, Director of Finance; Lynn De la Torre, Finance Department

Guests: Jack Loring, Human Resources Coordinator, Pinellas County; Dave Pilkington & Maureen Connelly with Brown & Brown Insurance

Agenda – Approved as written

Approach

- Focus on core business functions
- Outsource auxiliary functions
- Reduce staff via attrition, up to 5 staff positions (or equivalent) over the next 5 fiscal years

Salary and Classification Study Recommendations:

1. Adopt the Proposed Classification Plan (as presented in Appendix A), which includes creating new classifications, reclassifying some existing positions, and the consolidation of similar positions into appropriate classifications
2. Adopt the proposed changes to the JWB Position Profiles, in order to accurately reflect the work being performed and the changes in the Proposed Classification Plan.
3. Adopt the proposed formal structured pay plans (as displayed in Appendix B).
4. Adopt the proposed point-based pay structure (as provided in Appendix C).
5. Adopt a merit increase schedule each year depending on available resources.

Revise the goal of moving employees to the midpoint of the hiring range by removing the reference to a specific time frame.

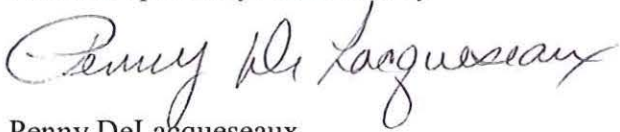
Make one-time-only seed deposit of \$1100 per employee into an individual Health Savings Account to encourage voluntary movement into the PPO, for those who select the high deductible plan.

Approve an interim personnel policy for FY 08-09 offering a conversion provision for Annual Leave/Sick Leave (attachment 1).

Discussion:

There is a potential to create a business arrangement in which the Pinellas Child Welfare System (Eckerd Community Alternatives) would relocate to the 68th Avenue building. Preliminarily, this arrangement would involve offering the building to Eckerd, either a lease to own opportunity or full ownership in exchange for a significantly amplified investment in prevention services in an amount sufficient to compensate for the building's market value. The agreement would require the building to be used for children's services or revert back to JWB.

Notes Respectfully Submitted by

A handwritten signature in cursive script, reading "Penny DeLaqueseaux".

Penny DeLaqueseaux
JWB Executive Assistant