

Children's Services Council
PERSONNEL COMMITTEE MEETING
Tuesday, March 27, 2018 - 4:00 p.m.

AGENDA

- | | Reference # |
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| 1. <u>Call to Order</u> | |
| 2. <u>Minutes of Personnel Committee Meeting of February 22, 2018</u> | 1 |
| Recommendation: the Personnel Committee recommends the Council approve the Minutes of the February 22, 2018 Personnel Committee Meeting as presented. | |
| 3. <u>Workforce Demographics</u> – Discussion and Review | 2 |
| For informational purposes only; no decision required. | |
| 4. <u>Racial Equity Pillars</u> – Discussion and Review | 3 |
| For informational purposes only; no decision required. | |
| 5. <u>Adjournment</u> | |

Children's Services Council – Personnel Committee

AGENDA ITEM
March 27, 2018

AGENDA ITEM: **2**

TITLE: **Minutes**
February 22, 2018 Personnel Committee Meeting

RECOMMENDATION:

The Personnel Committee recommends the Council approve the Minutes of the February 22, 2018 Personnel Committee Meeting as presented.

Children's Services Council
PERSONNEL COMMITTEE MEETING MINUTES

Thursday, February 22, 2018 - 3:30 p.m.

1. Call to Order

The meeting was called to order at 3:30 p.m.

Present (Committee Members - Council): Thomas Bean, Vince Goodman, Tom Weber.

Present (Staff): Leah Shaw, Tom Sheehan, Shay Tozzi, Lisa Williams-Taylor, Ph.D. (joined the meeting later)

Present (Other Council Members): Jose Luis Rodriguez, Esq.

2. Minutes of Personnel Committee Meeting of October 26, 2017

A motion by Bean/Goodman to approve the Minutes of the October 26, 2017 Personnel Committee Meeting as presented was approved by unanimous vote.

3. Performance Review of Chief Executive Officer

- The individual performance reviews sent in by Council members were discussed.
- A discussion regarding the amount of a merit increase ensued, and it was unanimously determined that the merit increase should be proposed at 5% due to outstanding performance by the Chief Executive Officer.
- Statistics were shared with regard to benchmarking the salary of the CEO, to bring it in line with average salaries for CEO's within the local health and human services arena. It was determined that CSC should repay the student loan of Dr. Williams-Taylor in an amount of \$18,500.

A motion by Bean/Goodman to approve the performance review and compensation package for the Chief Executive Officer, Lisa Williams-Taylor, Ph.D., as discussed and outlined was approved by unanimous vote.

4. Holiday Schedule

- A historic review of offering the days between the Christmas Holiday and the New Year's Holiday as additional holidays to CSC employees was provided to Council members. It was decided that the Council would like to continue to offer these days for the years 2019, 2020, and 2011 (the days for 2018 are already approved).

A motion by Bean/Goodman to approve the Holiday Schedule for CSC employees as presented was approved by unanimous vote.

5. Adjournment

The meeting was adjourned at 4:15 p.m.

Vincent Goodman, Secretary

Lisa Williams-Taylor, Ph.D., Chief Executive Officer

Children's Services Council – Personnel Committee

AGENDA ITEM
March 27, 2018

AGENDA ITEM: 3

TITLE: Workforce Demographics

SUMMARY:

Data regarding CSC's workforce demographics will be shared.

RECOMMENDATION:

For discussion and review only; no action required.

Children's Services Council – Personnel Committee

AGENDA ITEM
March 27, 2018

AGENDA ITEM: 4

TITLE: Racial Equity Pillars

SUMMARY:

Data and materials regarding CSC's racial equity pillars will be shared.

RECOMMENDATION:

For discussion and review only; no action required.