

Children's Services Council  
**PERSONNEL COMMITTEE MEETING MINUTES**

Wednesday, December 3, 2014

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**1. Call to Order**

Chair Langowski called the meeting to order at 3:07 p.m.

Present (Council): Vince Goodman, Greg Langowski, Tom Weber, Thomas Bean

(Staff): Tana Ebbole, Tom Sheehan, Shay Tozzi, Lisa Williams-Taylor, Ph.D.

Script Secretary: Elsa Sanchez

- 2.** Chair Langowski recommended approving closing CSC offices for one additional day, Friday, January 2, 2015.

**A motion by Vince Goodman, seconded by Thomas Bean to approve closing CSC offices on Friday, January 2, 2015 was approved by unanimous vote.**

- 3.** Shay Tozzi stated staff's recommendation to offer voluntary early retirement to CSC staff with the same terms as the previous year. She stated that eligibility included at least 20 years of continuous service to CSC, or for the retiree to be aged 59½ or older with at least five years of continuous service to CSC. She stated the window to elect early retirement would be January 1, 2015 through February 28, 2015, with the dates of retirement to be mutually agreed upon to occur between January 1, 2015 and June 30, 2015. She stated that the benefits of early retirement included two weeks of current salary for each year with CSC, not to exceed 20 weeks, and to receive the balance of previously accrued sick leave, which would be contributed to the individual's ICMA retirement health savings account. She stated that 50% of the sick leave for the current year would be paid out to the individual and the other 50% would be placed in the ICMA account.

**A motion by Vince Goodman, seconded by Thomas Bean to approve offering voluntary early retirement to CSC staff with the same terms as the previous year was approved by unanimous vote.**

- 4.** Gaetana Ebbole, Chief Executive Officer announced her intention to retire as of January 31, 2015. Ms. Ebbole recommended Lisa Williams-Taylor, Ph.D. to succeed her in this position. She stated that Dr. Williams-Taylor had been the Chief Program Officer since October, 2012, overseeing a budget of over \$87 million in program funding, and overseeing 50 employees, which was more than half of CSC's staff. She stated that before her role as Chief Program Officer, Dr. Williams-Taylor served as the Director of Program Planning, and as a Planning and Policy Analyst. She stated that Dr. Williams-Taylor had focused her work on children and youth for almost 20 years in mental health treatment, addiction, research and evaluation, and program planning. She stated that Dr. Williams-Taylor had led work related to evidence-based programming and accountability for the past 13 years, and was responsible for strategic planning at CSC with projects such as CSC's national Think Tank meetings, CSC's annual Planning Session, and other business planning. Ms. Ebbole stated that Dr. Williams-Taylor co-led national projects with her, and had participated in various community planning projects with key community stakeholders and funding partners. She stated that Dr. Williams-Taylor had received her Doctorate in Criminal Justice with


specialization in Forensic Psychology in 2009 from City University of New York, and that she was the author of *“The Journey to Evidence-Based Programming: Changing the Face of Social Services”*, as well as two other books on sex offender recidivism, and had authored more than 25 other publications.

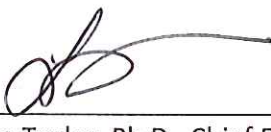
Ms. Ebbole recommended that CSC enter into an employment agreement with Dr. Williams-Taylor as CEO effective February 1, 2015. She stated that under CSC’s by-laws, the Council hires a CEO through a written contract with a 2/3 approval vote of all Council members. She stated that there was only one position with CSC that had an employment agreement, which was the CEO position, per the by-laws. She stated that the term of the proposed agreement would be from February 1, 2015 through September 30, 2017. She stated that the salary would be \$174,000 with a monthly business expense of \$250 through submission of eligible receipts. She stated that benefits would be on the same terms and conditions of the other employees of CSC. She stated that the Council could terminate the agreement without cause with 60 days written notice, the employee could voluntarily resign with 30 days written notice, and the Council could also terminate for cause.

A motion by Thomas Weber, seconded by Vince Goodman to approve Lisa Williams-Taylor, Ph.D. as the new CEO of CSC with an effective date of February 1, 2015 was approved by unanimous vote.

## 5. Adjournment

The meeting was adjourned at 3:35 p.m.

  
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Vincent Goodman, Secretary

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