

CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY

February 27, 2020, 4:30 pm

MINUTES

1. Call to Order

Chair Weber called the meeting to order at 4:32 pm p.m.

Present:

Vince Goodman

Kathleen Kroll

Melissa McKinlay

Debra Robinson, M.D.

Jose Luis Rodriguez

Thomas P. Weber

Excused: Thomas Bean, Donald E. Fennoy II, Ed.D.; Dennis Miles;

- A. Invocation – led by Vince Goodman
- B. Pledge of Allegiance – led by Chair Weber
- C. Presentation of Prime Time – Alexandra Peralta, Program Officer; Suzette Harvey, President/CEO; Charles Smith, Ph.D., Consultant

Debra Robinson asked to be included in the conversations related to out of school time and children with academic risks.

Judge Kroll asked for a a copy of the list of questions/checklists that were used to address social emotional learning. Staff will obtain and provide this to the Council.

2. Minutes

- A. January 30, 2020 Council Meeting

A motion by Goodman/Kroll to approve the Minutes of the January 30, 2020 Council meeting as presented, and ratify the actions taken during that meeting was approved by unanimous vote.

3. Public Comment – Agenda Items – N/A

4. Council Committees:

- Finance Committee
 - a. Items for Approval:
 - i. January 30, 2020 Minutes
 - ii. December 31, 2019 Financial Statements
 - b. Items Discussed:
 - i. Quarterly Investment Report – December 31, 2019
 - ii. Budget Assumptions FY 2020-2021

The Investment Policy regarding Intergovernmental Pools/Local Government Investment Pools (LGIPs) will be discussed at the next Finance Committee Meeting.

A motion by Goodman/Rodriguez to approve the consensus of the Finance Committee as presented was approved by unanimous vote.

- Personnel Committee
 - a. Item for Approval:
 - i. Performance Review and Compensation Package

Chair Weber reviewed the documents that the Personnel Committee discussed at the February committee meeting in relation to the CEO's performance review and compensation package.

Jose Luis Rodriguez expressed his concern about the notice and information provided prior to the meeting as well as the challenges associated with viewing linked PDFs within a PDF from a cell phone. He indicated that he has been working with the CEO on these issues.

Jose Luis Rodriguez stated that his comments are not a reflection of the CEO's performance nor a reflection of staff. He has an issue with some of the benefit items in the CEO's package that he does not often see in a government setting. He expressed a concern about the perception of some of the items in the compensation package. He recognizes the need for salary increases in order to retain staff, however he is concerned about the perception of recently having just raised taxes this year and we are also proposing a 5% salary increase. For these stated reasons, he is voting against this item.

Melissa McKinlay asked questions related to the student loan benefit included in the proposed compensation package.

Chair Weber stated that the Personnel Committee agreed on this proposal based on the fact that the CEO declined a salary increase last year and related to the market, her salary is at a lower level than the average.

Debra Robinson requested the market comparison used, as well as staffing patterns and benefit packages for staff.

Chair Weber called for a vote. Chair Weber, Debra Robinson and Vince Goodman voted in favor of the CEO compensation package. Jose Luis Rodriguez and Melissa McKinlay voted against the package. Judge Kroll abstained. The compensation package was approved.

5. Consent Agenda

1. Additions, Deletions, Substitutions – N/A
2. Items to be Pulled for Discussion – N/A
3. Adoption of the Consent Agenda and Walk-in Warrants List

A motion by McKinlay/Goodman to approve the Consent Agenda and approve the Walk-in Warrants list was approved by unanimous vote.

A. Program – Approved by Consent

B. Business

1. Warrants List – Approved by Consent

6. Non Consent Agenda

A. Business – N/A

B. For Informational Purposes Only – N/A

7. Walk-In Items – N/A

8. Annual Election of Officers

Nominations were made and the following slate of officers was approved unanimously.

New Elected Officers

Chair: Thomas Bean

Vice Chair: Jose Luis Rodriguez, Esq.

Secretary: Vince Goodman

9. Chief Executive Officer's Report

Lisa Williams-Taylor shared highlights from the CEO Report. In addition, she asked Council members to let Elsa know if they will be attending the following events:

- Birth to 22 Annual Business Breakfast on April 17th
- Healthy Families Graduation on April 18th
- Nurse Family Partnership Graduation on May 18th
- REI Phase 1 and Latino Challenges Trainings
 - a. Dr. Robinson stated that REI Phase 2 has been scheduled on June 8th, location to be determined.

Lisa Williams-Taylor asked Council members to let us know if they have any questions or feedback related to the new website.

Jose Luis Rodriguez asked that we bring to a future Personnel Committee meeting the possibility of reviewing the tuition reimbursement policy to require that the employee stays employed in the organization within 1-3 years after obtaining their degree. He also asked that we look at the possibility of offering a parental leave benefit to our staff in the future. Melissa McKinlay suggested we reach out to Nancy Bolton at the county and ask her to share the county's policy on parental leave.

9. Legal Reports – N/A

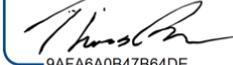
10. Public Comment – Non-Agenda Items – N/A

11. Council Comments –N/A

12. Adjournment

The meeting was adjourned at 5:46 pm.

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Thomas Bean, Chair

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