

MINUTES

Personnel Committee Meeting
2/3/2025
1:00 p.m.



Attendees: Kevin Vaughn, Martina McDowell, Shelly Bell, Erin Gillespie, Beth Cicchetti, Cindy Lavoie, Princess Ousley, Quincee Messersmith - CLEO

Not Present: Amber Tynan

Board Staff: Matt Salera, Charlotte Brown

Guests: Ginger Barry-Boyd

Recording: Matt Salera

Welcome – Kevin Vaughn

Meeting called to order @ 1:04pm.

- **Meeting Minutes Approval – January 13, 2025 - Action Item I**

Motion made by Martina. Seconded by Cindy. All in favor.

At-will vs Employment Contract - Discussion Item Ginger Barry-Boyd.

Ginger reviewed that not having an employment contract gives the employer more flexibility since having an at-will employee makes it easier to dismiss an employee. Employment contracts places parameters that alter at- will status. Also, Ginger said that there is a third option which is a hybrid option which preserves at-will status. A contract may provide benefits such as car allowances, COBRA, severance, leave, etc. that may not have been provided otherwise.

Martina asked what is typical with respect to what is more common, a contract or not having a contract and Ginger stated that employee contracts are more common. Martina then stated that an at-will employee would be the board's best option, but it would depend on the candidate and the negotiations that take place.

CEO Search and Recruitment Process Discussion Item - Charlotte Brown

Charlotte asked if there were any questions or comments to review the documents listed below that forwarded to the committee.

- Job Descriptions of Other Recently Hired LWDB CEOs in FL
- Other Exec. Director / CEO Job Postings
- CSCR CEO Job Posting Contents - Key Competencies / Regional Overview / System Overview
- Executive Leadership Assessments
- Interview Process

Martina and Cindy discussed revising the job posting's requirements such as needing 5 years' experience in the non-profit industry. Charlotte stated that document changes should be emailed to her so she could make the changes so that they could be presented to the committee during the next meeting.

Charlotte reviewed assessment tools that could detect which key competencies and behaviors that are most important which would provide an assessment of the top one or two candidates. The assessment company could also provide coaching and development of the candidate after the candidate is hired. Discussion ensued regarding different assessment tools and whether they should be utilized. The Committee requested that Charlotte obtain information regarding Omnia Assessments and Harrison Assessments as individuals on the committee were somewhat familiar with them as they had used them at their own places of business. Charlotte agreed to demo the assessments, obtain information for the committee, and if possible, set up the assessment representatives to demo the platforms for the committee at their next meeting.

Meeting adjourned 1:55.