

FLORIDA DEVELOPMENTAL DISABILITIES COUNCIL, INC.

FINANCE/EXECUTIVE COMMITTEE MEETING

The Finance and Executive Committee approved the 2024 budget for the organization.

The Executive Committee unanimously approved the minutes.

The committee is working with the attorney to develop a more formal grievance/complaint process for personnel with the organization's attorney that will be integrated into their personnel handbook and processes. We hoped to have a draft available for review at our meeting, but our attorney is taking time to do his due diligence to ensure that we have appropriate processes in place.

On May 26, 2023, a Complaint was filed with the Equal Employment Opportunity Commission (EEOC) by Vanda Jenkins alleging that she was subjected to discrimination while employed by the FDDC. On July 17, 2023, that Complaint was dismissed by the EEOC as the FDDC does not have the minimum number of employees necessary to have the matter considered by the EEOC. At this point, a lawsuit may still be filed raising these claims and if so, we will keep the Council informed.

The Executive Director provided an update on her search for an independent human resource firm to provide external support to personnel outside of internal human resource personnel and the Executive Director, since we are such a small organization. We want a third party where employees can address requirements that directly impact them.

The Executive Committee worked with our attorney to develop a new contract with the Executive Director. The contract is an annual contract with a renewable clause for the next two years. This contract was mutually signed September 9, 2023, and will go into effect October 1, 2023.

The Executive Committee will work with the Executive Director over this next year to evaluate our compensation and performance structure to address our hybrid personnel model developed post the COVID pandemic to recruit statewide talent for the organization. The goal is to develop a plan for long-term sustainability and succession planning for the organization.

We had no public comment.

The meeting was adjourned at 12:10 p.m.