



Human Resources Committee Meeting

Thursday, April 7, 2022

3250 S.W. 3rd Avenue (Coral Way)

United Way – Ryder Room

“In person quorum with some virtual attendants”

2:15 p.m. – 3:15 p.m.

Board of Directors

Kenneth C. Hoffman
Chair

Pamela Hollingsworth
Vice-Chair

Mark A. Trowbridge
Treasurer

Karen Weller
Secretary

Edward Abraham, M.D.

Laura Adams

Matthew Arsenault

Daniel Bagner, Ph.D.

Hon. Dorothy Bendross-Mindingall, Ph.D.

Hon. Danielle Cohen Higgins

Constance Collins

Morris Copeland

Sylvia J. Diaz, Ed.D.

Victor E. Diaz-Herman

Mary Donworth

Richard P. Dunn II

Hon. Juan Fernandez Barquin

Gilda Ferradaz

Lourdes P. Gimenez

Nicole Gomez

Valrose Graham

Mindy Grimes-Festge

Malou C. Harrison, Ph.D.

Nelson Hincapie

Tiombe Bisa Kendrick-Dunn, Ed. D.

Marissa Leichter

Alexandra Martin

Annie R. Neasman

Hon. Orlando Prescott

Javier Reyes

Hon. Isaac Salver

Sandra West

David Lawrence Jr.
Founding Chair

James R. Haj
President & CEO

County Attorney's Office
Legal Counsel

AGENDA

2:15 p.m. **Welcome and opening remarks**

Gilda Ferradaz
Committee Chair

2:20 p.m. **Public Comments**

Gilda Ferradaz
Committee Chair

2:25 p.m. **Approval of March 21, 2022 Human Resources minutes summary (Pg. 2)**

Gilda Ferradaz
Committee Chair

2:30 p.m. **Action Items**

James R. Haj
President/CEO

- Review Health Insurance proposals
- Approval of proposed pay plan (Pg. 5)

3:00 p.m. **Resolution**

Gilda Ferradaz
Committee Chair

Resolution 2022-A: Resolution recognizing and designating Juneteenth as a paid legal holiday to be observed by The Children's Trust on June 19 of each year. (Pgs. 3-4)

3:10 p.m. **Any other business**

Gilda Ferradaz
Committee Chair

3:15 p.m. **Adjourn**

Gilda Ferradaz
Committee Chair

The public is allowed to comment on a specific agenda item but must register with the Clerk of the Board prior to being allowed to comment.



**Human Resources Committee Meeting Summary
Summary of Actions Taken
March 21, 2022
10:00 a.m.– 11:00 a.m.**

The Human Resources Meeting on March 21, 2022 was held with a quorum of members physically present:

Committee members in attendance: The following members attended in person: Gilda Ferradaz, Karen Weller, Mary Donworth, Lourdes Gimenez, Laura Adams, Kenneth C. Hoffman (ex-officio).

Legal Counsel in attendance: None

Staff in attendance: Imran Ali, Joanna Revelo, Juana Leon, Jack Bentolila (Zoom), and Muriel Jeanty.

Guests in attendance: None

Meeting was called to order at 10.01 a.m. by Gilda Ferradaz, Chair of the Human Resources Committee.

There were no actions taken at the Human Resources Committee meeting on March 21, 2022:

Discussion Item:

- **Review evaluation of President/CEO. - Committee members commented on the President/CEO's evaluation. They all evaluated James Haj's performance to be outstanding in view of the past year's challenges. They recommended that board chair, Kenneth Hoffman, to finalize the evaluation with the President/CEO, as per the Bylaws.**

Meeting adjourned at 10:38 a.m.

The Children's Trust Board Meeting

Date: April 18, 2022

Resolution: 2022-A

Action Requested: RESOLUTION RECOGNIZING AND DESIGNATING JUNETEENTH AS A PAID LEGAL HOLIDAY TO BE OBSERVED BY THE CHILDREN'S TRUST ON JUNE 19 OF EACH YEAR.

Budget Impact: None

WHEREAS, Juneteenth commemorates the announcement of the abolition of slavery, which occurred in Galveston, Texas on June 19, 1865; and

WHEREAS, although President Abraham Lincoln's Emancipation Proclamation became effective January 1, 1863 and the Civil War ended on April 9, 1865, Texas remained rebellious following the end of the Civil War; and

WHEREAS, Juneteenth recognizes the day all remaining slaves were freed; and

WHEREAS, many communities, such as Miami-Dade County, and organizations nationwide celebrate Juneteenth on June 19 of each year; and

WHEREAS, this Board would like to join those communities in recognizing and commemorating Juneteenth as it is a celebration of liberation and achievement for African Americans and the entire country,

NOW, THEREFORE, BE IT RESOLVED BY THE CHILDREN'S TRUST BOARD OF DIRECTORS OF MIAMI-DADE COUNTY, FLORIDA, that this Board recognizes and designates Juneteenth as a paid legal holiday to be observed by The Children's Trust on June 19 of each year for all employees. In the event June 19 is on a Saturday or Sunday in any given year, the paid legal holiday shall be observed on the previous or following business day.

The foregoing resolution was offered by _____ who moved its adoption. The motion was seconded by _____ and upon being put to a vote, the vote was as follows:

The motion passed ____ in favor, __opposed, __, abstained.

_____ Board members were present.

The Chairperson thereupon declared the resolution duly passed and adopted this **18th day of April, 2022;**

THE CHILDREN'S TRUST
MIAMI-DADE COUNTY

BY _____

SECRETARY

Approved by County Attorney for form and legal sufficiency_____

Current Pay Plan

Grade	Minimum	Midpoint	Maximum
1	\$20,800.00	\$26,000.00	\$31,200.00
5	\$26,000.00	\$33,800.00	\$41,600.00
10	\$31,991.67	\$42,869.00	\$53,746.00
20	\$44,000.00	\$69,000.00	\$94,000.00
25	\$76,000.00	\$108,000.00	\$140,000.00
30	\$112,500.00	\$133,328.57	\$195,000.00

Proposed Pay Plan

Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
A1	\$ 32,000.00	\$44,000.00	\$56,000.00
A2	\$36,800.00	\$50,600.00	\$64,400.00
A3	\$42,320.00	\$58,190.00	\$74,060.00
A4	\$48,668.00	\$66,918.50	\$85,169.00
A5	\$55,968.20	\$76,956.28	\$97,944.35
A6	\$64,363.43	\$88,499.72	\$112,636.00
A7	\$74,017.94	\$101,774.67	\$129,531.40
A8	\$85,120.64	\$117,040.87	\$148,961.11
A9	\$102,144.76	\$140,449.05	\$178,753.34
A10	\$122,573.72	\$168,538.86	\$214,504.00