

Children's Services Council of Broward County Executive Committee Meeting

Children's Services Council of Broward County
Zoom Webinar

November 8, 2021
11:00 a.m.

AGENDA

- I. Annual President/CEO Evaluation (Tab 29) Dawn Liberta, Chair
 - a. Review Evaluation Results
 - b. Recommend:
 - Salary Adjustment for FY 21/22
 - Contract Terms for President/CEO for FY 21/22
- II. Salary Adjustment for Staff (Tab 30) Cindy Seltzer, President/CEO
- III. Members & Public Comments Dawn Liberta

TAB 29



For Executive Committee

November 8, 2021

Issue: CEO Performance Evaluation Results, Consider Salary Adjustment and Contract Term Revisions.

Action: Recommend to the Full Council, President/CEO Salary Adjustment for FY 2021/22 and New Contract Terms for FY 21/22.

Budget Impact: \$20,000 Available from Lapse Salary/Fringe Budget line for FY21/22.

Background: The performance evaluation for the President/CEO is due each November. At this same time, the President/CEO's contract is reviewed, salary adjustments are considered, and new goals are set for discussion first at the Executive Committee (EC) and then to the full Council for final review and approval.

Two years ago, Compensation Resources Inc conducted an Executive Compensation Study for the President/CEO position. The report highlighted that the President/CEO was below the market range in base salary and total compensation and that performance pay was generally not being given to other CSC CEOs although they were receiving other benefits which the President/CEO does not receive. After full deliberation, the Council approved placing the President/CEO's base salary at the mid-point on the Salary Structure at \$246,330, with the caveat that next year the Executive Committee would consider an increase of \$15,000, which would bring the base salary up to \$261,330, to make up for eliminating Performance Pay.

Last year, with the effects of COVID being felt throughout the Country, the President/CEO chose not to revisit any increase other than the 1.5% cost of living adjustment that was offered to all the staff. This brought the annual salary up to \$250,025, well below the projected amount discussed the prior year.

Current Status: The Council Members have submitted their evaluations of the CEO which are attached. Based on the information above, Ms. Arenberg Seltzer is requesting:

- i. Base Pay – Consider increasing salary \$15,795, which is the amount discussed two years ago adjusted for this year's 5.3% inflation rate, for a total \$265,820.
- ii. Contract Term - To maintain a 5-year contract term, extend the date one year through October 31, 2026.

Recommended Action: Recommend to Full Council, President/CEO Salary Adjustment for FY 2021/22 and New Contract Terms for FY 21/22.

Children's Services Council of Broward
 President/CEO Evaluation for Fiscal Year 2019-2020

I. PERFORMANCE COMPETENCIES	* Vickie Cartwright	Cathy Donnelly	Beam Furr	Kenneth Gillespie	David Kenton	Donna Korn	Dawn Liberta	** Tom Powers	** Maria Schneider	Paula Thaqi	Jeffrey Wood	Total	Ave Score
Communication		5.0	5.0	5.0	5.0	5.0	5.0			5.0	5.0	40.0	5.0
Fiscal Responsibility		5.0	5.0	5.0	5.0	5.0	5.0			5.0	5.0	40.0	5.0
Consensus & Team Building		5.0	5.0	5.0	5.0	5.0	5.0			5.0	5.0	40.0	5.0
Diversity Commitment		5.0	5.0	5.0	4.0	5.0	5.0			5.0	5.0	39.0	4.9
Job Knowledge		5.0	5.0	5.0	5.0	5.0	5.0			5.0	5.0	40.0	5.0
Leadership		5.0	5.0	5.0	5.0	5.0	5.0			5.0	5.0	40.0	5.0
Judgment		5.0	5.0	5.0	5.0	5.0	5.0			5.0	5.0	40.0	5.0
Planning & Organization		5.0	5.0	5.0	4.0	5.0	5.0			5.0	4.5	38.5	4.8
Business Ethics		5.0	5.0	5.0	5.0	5.0	5.0			5.0	5.0	40.0	5.0
Community Relations		5.0	5.0	5.0	4.0	5.0	5.0			5.0	5.0	39.0	4.9
Board Interaction		5.0	5.0	5.0	5.0	5.0	5.0			5.0	5.0	40.0	5.0
Total	0.0	55.0	55.0	55.0	52.0	55.0	55.0	0.0	0.0	55.0	54.5	436.5	54.6

Managing People (Pass/Fail)

P P P P P P P P P P

*Council Member Vickie Cartwright did not provide an evaluation due to the short period of time she has served on the Council.

** Evaluations have not yet been received from Council Members Tom Powers and Maria Schneider as of 11/3/21 3:30pm.

COMMUNICATIONS

Council Member	Council Member Comments
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Cathy Donnelly	Cindy has excellent personal communication skills and has continued to improve the online outreach to the community as well as improve our social media presence. Cindy takes full advantage of her outstanding team to communicate via round tables as well as having the staff participate in the conversation when applicable.
Donna P. Korn	Cindy is an active listener, very effective at engaging with Board Members as ideas and concerns are shared. She is proactive with immediate, appropriate responses, as well as thorough follow-up. She is open to new ideas and enthusiastic to take on new challenges with thoughtful exploration of how to achieve stated intentions and goals.
Jeffrey S. Wood	Cindy is a highly effective communicator.
David H. Kenton	Cindy has done a great job in expressing ideas, providing historical context for the CSC and has done well at listening to the concerns and inquiries from Board members. She is responsive in her communication, ensures that we understand all facets of CSC, and keeps us informed of important dates and information.
Dawn Liberta	<p>Ms. Arenberg Seltzer does a great job keeping the board apprised of what is happening within the organization. She is involved in a great deal of community meetings and boards in which she keeps them updated on what is happening within the organization.</p> <p>Ms. Arenberg Seltzer does a great job in communicating with all aspects of the community to ensure CSC is rolling out the services that are needed for our families in Broward County.</p>
Paula Thaqi	Participated in Broward 100, represents CSC on multiple committees etc., hosts Future First.
Beam Furr	This is without a doubt, one of Cindy's strong suits. She is able to tap into her depth of knowledge and articulate her thoughts very well.
Kenneth L. Gillespie	Mrs. Arenberg Seltzer clearly and effectively communicates the Council's goals. She goes beyond the call of duty in keeping the Council members informed of important information necessary to carry out the functions of the Council.

FISCAL RESPONSIBILITY

Council Member	Council Member Comments
Cathy Donnelly	Cindy continues to steward the fiscal responsibility of the CSC with the highest standards.
Donna P. Korn	With her seamless work, alongside COO Monti Larsen, she exhibits strong leadership in being thoroughly apprised of all aspects of financial impacts of contracts as well as overall budget utilization. She is goal-oriented in short- and long-term planning with CSC's mission driving her recommendations.
Jeffrey S. Wood	Cindy is fiscally responsible with taxpayer resources and is conscientious applying resources.
David H. Kenton	Cindy works well within the approved budget, communicates potential changes, and consistently brings fiscal recommendations to the board. She provides really good context on the budget and how funds are being spent. Her role and communication have been vital in this area during the global pandemic and is commendable.
Dawn Liberta	Ms. Arenberg Seltzer and her team work really hard to ensure fiscal responsibility and are able to provide the needed services while ensuring cash reserves.
Paula Thaqi	The FY 19/20 audit earned an unqualified opinion with no findings - the highest level of fiscal accountability from the auditors. The Annual Comprehensive Financial Report (ACFR) formerly known as the Comprehensive Annual Financial Report won the award for Excellence in Financial Reporting from Government Finance Officers Association (GFOA) for the 19th year in a row.
Beam Furr	Besides being asked by everyone under the sun for help, she has managed to keep a rein on CSC's financial picture by defining our role clearly. That clarity has served the organization well.
Kenneth L. Gillespie	Fiscal responsibility integrates fiscal accountability. Accountability means being held answerable for accomplishing a goal or assignment. In this regard, Mrs. Arenberg Seltzer consistently exceeds expectations in this category.

CONSENSUS AND TEAM BUILDING

Council Member Council Member Comments

Cathy Donnelly	Cindy continues to exceed expectations in this area.
Donna P. Korn	As a consensus builder, Cindy demonstrates a passion for serving all members of the community and shows appreciation for the strengths of each of the Board Members and her CSC staff. She initiates discussions, throughout the community, to elicit their concerns and ideas while advocating for ways in which CSC can uniquely respond to on-going needs.
Jeffrey S. Wood	Cindy excels in team building and motivating all participants towards a common goal.
David H. Kenton	Cindy works to bring together diverse elements, and where she may be less knowledgeable, I have seen her fill the gap with qualified experts to ensure rich content. During this past year I have watched the onboarding of new staff members to help bolster the strong group dynamics that exist at CSC.
Dawn Liberta	Ms. Arenberg Seltzer has done an amazing job in mentoring and building her team up. She has a great deal of trust in her staff and allows them to run their programs and projects how they see fit. The CSC staff appear to be happy and comfortable speaking openly.
Paula Thaqi	Gains consensus with Board members, including multiple new members, members with diverse opinions.
Beam Furr	There have been a few issues of late that have tested this competency. I have found that Cindy's willingness to look at all sides of the equation have helped in the board coming to consensus most of the time.
Kenneth L. Gillespie	Mrs. Arenberg Seltzer exhibits excellent consensus and team-building skills. She consistently encourages collaboration among team members and fosters a positive collegial environment.

DIVERSITY COMMITMENT	
Council Member	Council Member Comments
Cathy Donnelly	I am so very proud of the leadership role CSC has taken over the past six years in this area. We continue to be looked to as leaders in this area and through Cindy's leadership she has empowered her team to be some of the most sought-after experts in this field.
Donna P. Korn	With a positive, can-do attitude, Cindy makes others feel welcome and encourages participation from the community at public meetings as well as through her involvement in and around the community. Inclusion is a clear goal demonstrated by her hiring within the organization as well as her engagement with organizations and vendors serving and receiving services from CSC. She is a true leader in this area.
David H. Kenton	Cindy does a good job of showing respect and sensitivity to cultural differences. Her use of language is inclusive. Her workforce is diverse and the CSC team has been a pleasure to work with. She has expressed ideas and initiatives that will be supported by CSC and also welcomes feedback on how the organization may improve in this area.
Dawn Liberta	CSC has been the front leader in Broward County with training as it is related to racial equity. They have a great, knowledgeable and diverse internal team and works with an equally diverse group of providers. They have received multiple awards in the work that they continue to do as it relates to racial equity.
Paula Thaqi	CSC staff co-created and serve on the Broward Non-Profit Executive Alliance Board Racial Equity Task Force as well as serving on Southern Education Foundation's Policy and Practice Network for Florida and the Florida Office of Early Learning Equity Taskforce. Also launched Asset Based Community Development pilots in the cities of Lauderhill and Fort Lauderdale. Additionally, CSC staff were selected to co-chair the Broward Prosperity Partnership's Social Justice & Racial Equity Subcommittee convened by the Greater Fort Lauderdale Alliance. CSC staff were selected as advisors for the Florida Blue Foundation's statewide health equity program. Acknowledged Juneteenth and declare it a staff holiday. Renamed the Chief Communications Officer to the Chief Equity and Community Engagement Officer and created a new Director of Equity and Organizational Development. Community Participatory Action Research (CPAR) projects.
Beam Furr	CSC is leading the field in this category. Cindy has empowered her staff to go places few have gone. Consequently, there are many following our lead.
Kenneth L. Gillespie	Mrs. Arenberg Seltzer exhibits leadership in this category. She has demonstrated "diversity commitment" by continuing to spearhead, organize and participate in various racial equity workshops during this evaluation period.

JOB KNOWLEDGE

Council Member Council Member Comments

Cathy Donnelly	As we celebrate our 20th year at CSC there is no doubt that Cindy is one of the top leaders in her field. She has depth and breadth of knowledge that is obtained by 20 years of boots on the ground, real-time learning. We have needed that expertise again this past year as CSC pivoted to give support to our community during the pandemic.
Donna P. Korn	Unprecedented knowledge of how to connect with the community to determine where the greatest needs are in Broward County and how to best approach serving those needs through partnerships and funding sources. No challenge is beyond her experience and think-outside-the-box approach to resolving and tackling needs in the community for our children and families.
David H. Kenton	Cindy has an overwhelming command of the knowledge related to CSC and the children's service system. She always keeps the board abreast of current developments. Her 20+ years of experience has certainly helped this organization to be a beacon of light in Broward County.
Dawn Liberta	Ms. Arenberg Seltzer has been with CSC since the beginning and has a great deal of community and resource knowledge. Due to the amount of time in the community and knowledge, the community looks to her for her feedback and recommendations.
Paula Thaqi	Maintains updated knowledge of all issues affecting the children's service system, brings new and cutting-edge knowledge to providers, programs and services.
Beam Furr	Wide and deep.
Kenneth L. Gillespie	Mrs. Arenberg Seltzer's knowledge of the job is exceptional. Her years of experience have served her well in navigating the issues surrounding the children's service system.

LEADERSHIP	
Council Member	Council Member Comments
Cathy Donnelly	During the pandemic Cindy has shown strong, steady leadership both personally and professionally. Other leaders look to CSC to see what practices we have implemented to keep staff and community safe. She found unique, flexible, innovative ways to reach the community and let them know that we are still open for business and here for them.
Donna P. Korn	Cindy is admired as a leader not only by the Board and her staff but throughout the community. She is recognized year-after-year for her commitment to CSC's mission and to the children and families of Broward County.
Jeffrey S. Wood	Cindy is a true leader for our mission.
David H. Kenton	Cindy has great influence and has built amazing partnerships in the community. In the middle of a pandemic, she has shown great strength and courage to take action in supporting children in Broward County. Her leadership is also evident with the longevity and quality output produced by her team.
Dawn Liberta	Ms. Arenberg Seltzer has a great deal of influence, relationships and partnerships not only in Broward County but throughout the state as well. Tallahassee looks to Cindy for her feedback as it relates to the rest of the state.
Paula Thaqi	Pandemic response- Emergency billing, convened multiple meetings with the entire CSC provider network to assess the impact of the pandemic on the providers and updated the provider guidelines for reimbursement, allocated emergency financial assistance funds to prevent evictions, collaborated on I Did It campaign, addressed food insecurity etc.
Beam Furr	Cindy is looked to to provide leadership time and time again in this county on children's issues. She is regularly called upon for her opinion because it is trusted. In addition, she has taken on leadership roles throughout the state. Her influence only grows.
Kenneth L. Gillespie	Mrs. Arenberg Seltzer's leadership is sound and effective. She provides solid structure, direction, and collaboration which ensures high-level organizational performance. Notably, Mrs. Arenberg Seltzer demonstrates proper delegation, communication, goals, and outcomes, while maintaining a positive and inclusive work environment.

JUDGMENT

Council Member Council Member Comments

Cathy Donnelly	Cindy continues to show sound judgment and always includes her team as well as council if she feels appropriate.
Donna P. Korn	Cindy almost encourages challenges in order to engage in trouble-shooting and critical thinking activities to work through issues. She is thoughtful in her reasoning and provides clear communication as to how she tackles issues and comes to a decision and her recommendations.
Jeffrey S. Wood	Cindy uses great judgment in fulfilling the mission of CSC.
David H. Kenton	Cindy has a willingness to make decisions and uses sound judgement in this process. She does a good job on providing a rationale and a basis to her decision-making process to the board. She provides concrete details on how she has been able to arrive at her decisions and who may have been included during the decision-making process.
Dawn Liberta	Ms. Arenberg Seltzer is comfortable making decisions but is also willing to listen to others and reaches out to other partners for feedback to ensure proper decisions are being made. She is comfortable bringing her recommendation to the board and is able to answer all necessary questions.
Paula Thaqi	Data based decision making, made timely and sound decisions necessitated by the pandemic.
Beam Furr	Excellent.
Kenneth L. Gillespie	Mrs. Arenberg Seltzer exhibits sound judgment and decision-making.

PLANNING & ORGANIZATION	
Council Member	Council Member Comments
Cathy Donnelly	Exceeds expectations.
Donna P. Korn	CSC's mission is clearly the guiding focus of Cindy's recommendations to the Board. She listens throughout the year so that as immediate response, from CSC, is necessary she makes recommendations to the Board for action while also seeing the big picture and brining larger issues to the Board for systematic approaches to make a significant positive impact on each challenge.
Jeffrey S. Wood	Cindy has done a tremendous job with anticipating issues and planning a course to solve them.
David H. Kenton	Cindy takes great measures and care to systematically plan and prioritize work activities. Their staff integration and organization consistently feels seamless. Their work is almost flawless and it is a pleasure to observe how well-organized they are.
Dawn Liberta	Ms. Arenberg Seltzer does a great job prioritizing and planning work activities. She is able to put aside resources for emergencies that may come to our community. A few of those examples are Covid, Marjory Stoneman Douglas, and Racial Equity.
Paula Thaqi	Children's Strategic Plan, planned and adapted to changes required by the pandemic.
Beam Furr	I can only comment on the organization's plans, not her individual plans. I have always felt that the way CSC has organized itself has been to the benefit of not only the organization but to those programs that are the beneficiaries. There is a clarity of purpose and accountability that has served everyone well.
Kenneth L. Gillespie	Mrs. Arenberg Seltzer consistently demonstrates excellent organizational and planning skills as evidenced by CSC's performance standards.

BUSINESS ETHICS**Council Member Council Member Comments**

Cathy Donnelly	Exceeds expectations.
Donna P. Korn	Cindy only accepts that herself and her staff live up to commitments to the Board and the community. She is very respectful of all ideas shared with her as well as demonstrates integrity in working with the Board, community and vendors. She emulates the ethical values we, as a Board, hold ourselves to.
David H. Kenton	Cindy has treated me and every person I have witnessed her interact with, with respect. She does inspire trust and certainly works with a high level of ethics. She has certainly kept commitments over this past year and upholds organizational values to the highest level.
Dawn Liberta	I am in a position to work firsthand with Ms. Arenberg Seltzer in the community and she is always respectful to others and their opinions. She is always looking out for the community with high ethics and integrity.
Paula Thaqi	The Comprehensive Annual Financial Report won the award for Excellence in Financial Reporting for the 19th in a row, unqualified audit opinion.
Beam Furr	Beyond reproach.
Kenneth L. Gillespie	Mrs. Arenberg Seltzer exhibits the highest standards of ethics and professionalism in upholding CSC's organizational values.

COMMUNITY RELATIONS	
Council Member	Council Member Comments
Cathy Donnelly	I continue to hear only positive, complimentary comments about Cindy as a persona and her strong leadership presence in the community.
Donna P. Korn	Constantly engaged with organizations, community leaders, partners and the children and families who CSC serves, Cindy encourages others to follow her lead and is always a positive representative on behalf of CSC. She looks for other CSCs, in other communities, to see how they use best practices and brings those forward for our CSC to be ever-improving and forward-thinking.
Jeffrey S. Wood	Cindy brings a high profile to CSC in the community.
David H. Kenton	Cindy does a great job at representing the CSC and she is very active and involved with community affairs on many different levels. Amidst a pandemic, she has done a good job of making and maintaining strong ties to the community.
Dawn Liberta	Ms. Arenberg Seltzer is involved in all aspects of our community, including boards, community meetings, and local events. She represents CSC in a respectful and highly intelligent manner.
Paula Thaqi	CPAR, supported providers in pandemic environment, Trauma Response – The HEAL Trauma RFP was created and released in June 2021 to serve disenfranchised and underserved populations experiencing trauma in the Northeast, Central East, and Southeast regions of Broward County. CSC held an additional five focus groups with nonprofit leaders, service providers, and caregivers connected to small and niche nonprofits currently servicing partner communities that will help inform the design and implementation of the future Community Capacity Building RFP.
Beam Furr	I'm running out of superlatives. CSC has a reputation in this county that truly defines community. Trusted in every way.
Kenneth L. Gillespie	Mrs. Arenberg Seltzer is highly effective in engaging various stakeholders. She has demonstrated leadership in collaborating with various stakeholders in advancing best practices, methods, and models.

BOARD INTERACTION	
Council Member	Council Member Comments
Cathy Donnelly	I believe Cindy has worked hard over the past few years to do everything in her power to build a strong, cohesive board. She is in a unique position where she does not get to pick her members so this can make it even more challenging. I feel Cindy has done an outstanding job to empower new members and as a result today we have one of the strongest in my 6 year experience as a council member.
Donna P. Korn	She is always available to myself, as a Board Member, and open to the ideas that I share. She is responsive in and out of the Board room, so that I know she is always working towards identifying new opportunities in which we, even as individual Board Members, can further the CSC Mission. She is always the key contact for Board Members to speak through any issues, but makes her staff accessible so that Board Members can work with the team members who are responsible for day-to-day delivery of our CSC services.
Jeffrey S. Wood	Cindy especially excels in this area. The Board operates in a cohesive fashion due to her leadership.
David H. Kenton	Cindy is an absolute pleasure to work with and works effectively with the board as a whole. She does a good job at managing different personalities and competing demands and priorities amongst board members. I feel very informed when it comes to systems changes and internal operations.
Dawn Liberta	Ms. Arenberg Seltzer works well with the board and has shown the ability to deal with combative members in a professional manner. As Chair of the CSC Council, she contacts me on a regular basis to keep me apprised of any major decisions that are being made with CSC. It has been a pleasure working with Cindy and I continue to learn amazing things from being part of the Board.
Paula Thaqi	Communicates and works effectively with Board members.
Beam Furr	This board continues to have respectful, robust discussions that are healthy for the organization. That only occurs when everyone feels their opinion matters. That doesn't happen by accident. That culture is nurtured from the top.
Kenneth L. Gillespie	Mrs. Arenberg Seltzer works effectively with individual board members and with the board as a whole. Mrs. Arenberg Seltzer diligently keeps the board informed of matters regarding internal operations and system changes.

CHIEF EXECUTIVE OFFICER'S STRENGTHS/SPECIAL ACHIEVEMENTS

Council Member Council Member Comments

Cathy Donnelly	Cindy has led us through a global pandemic with courage, grace and a steady, strong hand. We have had an extraordinary 5-year period of trauma in our community. We have all felt the strain. Cindy, as our community leader, has been at the table for many tough conversations. Her calm, her sound guidance and her compassion to all has given strength to a community when they needed it most. We are fortunate to have Cindy as our CEO.
Donna P. Korn	High visibility in the community affording Cindy exposure to identifying needs and building partnerships to enhance the delivery of services that CSC supports.
Jeffrey S. Wood	Cindy has shown great leadership in her creativity to attract new childcare workers.
David H. Kenton	Cindy is a great communicator and has a work product that is produced with intentionality. She is super responsive and goes above and beyond to ensure I have what I need to function well as a board member.
Dawn Liberta	Ms. Arenberg Seltzer is extremely respected within the community and has an amazing work ethic.
Beam Furr	CSC, and the CEO, have been called upon over the last few years to go way beyond the essential mission. Time and time again, the organization has risen to the occasion whether it be the MSD tragedy or the pandemic. CSC is a trusted partner at every table.

ANNUAL PERFORMANCE GOALS/OBJECTIVES (Future Period):

Council Member Council Member Comments

Cathy Donnelly	I would like to see more expansion of hybrid options added to all of our trainings and events to include the masses that may not otherwise join in person.
Donna P. Korn	Identify areas in which CSC needs to continue to be fluid in its approach to addressing challenges that our children and families face in order for us to deliver the highest quality of service with fiscal fidelity.
Jeffrey S. Wood	Keep reaching out to the broader public education community and assist in ways that are legally permissible for all students in what will be a large challenge in post covid catch up.
David H. Kenton	Maintain her current level of support in the onboarding process for new board members. Maintain current level of community engagement and seek out additional opportunities to connect with vulnerable populations of children in the county.
Dawn Liberta	Continue to look outside the box in order to provide the necessary services needed in our community.
Beam Furr	This year's biggest challenge will be to find a way to raise the capacity issues of childcare in this county.

CAREER DEVELOPMENT GOALS/STRATEGY:	
Council Member	Council Member Comments
Cathy Donnelly	I would like Cindy to offer what she would like to see happen in this area. She is so well versed on all of the issues, I feel she may have ideas on what she would like to improve on or expand upon to better serve our families.
Donna P. Korn	As Broward County Public Schools is in the process of transitional leadership, staying abreast of these changes and staying in close contact with senior level staff to ensure seamless delivery of service, through the partnership of BCPS and CSC.
David H. Kenton	N/A-At this time, I am not aware of any areas for her to increase or improve her knowledge.
Beam Furr	Though I believe Cindy has already done this fairly well, she will continue to have to delegate and groom talent for the organization as it extends its reach.

STRATEGY FOR PERFORMANCE IMPROVEMENT (If applicable):	
Council Member	Council Member Comments
Cathy Donnelly	Per her self-evaluation Cindy sits on ALOT of boards. Perhaps sit on less personally and allocate staff to CSC seat.
Beam Furr	See my comment above.

OTHER GENERAL COMMENTS:	
Council Member	Council Member Comments
Cathy Donnelly	Overall outstanding performance under extremer circumstance. Again!!
Jeffrey S. Wood	Cindy is a great leader and as her long-time personnel at this institution move on she continues to evolve CSC with all the skills and talents at her disposal. We are lucky to have her.
David H. Kenton	Cindy is a pleasure to work with and I am looking forward to continuing our professional relationship! She has made my experience has a board member enjoyable.
Beam Furr	The goldest of stars.

EMPLOYMENT AGREEMENT

DRAFT Amended



EMPLOYEE: Cindy J. Arenberg Seltzer **TERM:** Nov. 1, 2021 – Oct.31, 2026
Nov. 1, 2020 – Oct. 31, 2025

OFFICE: President / CEO

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and adequacy of which is hereby acknowledged, **THE CHILDREN’S SERVICES COUNCIL OF BROWARD COUNTY** ("CSC"), Fort Lauderdale, Florida does hereby employ and retain **CINDY J. ARENBERG SELTZER** ("EMPLOYEE"), and EMPLOYEE does hereby accept employment, all upon the following terms and conditions:

EMPLOYMENT: EMPLOYEE will serve in the office(s) set forth above for CSC and will perform such services in such capacity as may be requested by CSC from time to time. EMPLOYEE shall devote her full time, attention and energy to the business of CSC at all times, and not serve as a paid consultant to any other person or agency or accept any outside remuneration without the written approval of CSC. EMPLOYEE shall devote her full time, skill, labor and attention to this appointment as President/CEO of CSC, will faithfully comply with the present and future special and general laws applicable to CSC and will faithfully perform all duties and responsibilities lawfully assigned to her by CSC.

TERM: EMPLOYEE will be employed from November 1, 2021 – October 31, 2026 ~~November 1, 2020 – October 31, 2025~~ subject to termination in accordance with the terms hereof.

SALARY: EMPLOYEE will be paid an annual salary of \$265,820 ~~\$250,025~~, payable semi-monthly in arrears. All salary will be earned in full upon the last day of each pay period, unless the employment of EMPLOYEE has been terminated prior to such date as set forth

EMPLOYMENT AGREEMENT

herein, in which case, such salary will be earned and payable only upon a pro rata basis through the date of such termination, or in accordance with the termination provisions of this Employment Agreement.

BENEFIT PLANS:

EMPLOYEE may participate in any health, life, disability, dental, or vision insurance, cafeteria, pension, 457 or other benefit plan available to CSC employees at the officer level, as any such plans may exist from time to time, and will receive benefits hereunder at prices and upon terms and with vesting rights to be determined by the Board of Directors in accordance with such plan. EMPLOYEE shall be included in the Florida Retirement System and designated as Senior Management. Any benefit plans may be implemented, amended, terminated or canceled by the Board of Directors at any time.

VACATION:

EMPLOYEE will be entitled to vacation, personal time and holidays in accordance with the Vacation, Personal Time and Holiday policies available to CSC employees at the officer level, as any such policies may exist from time to time. Any such policies may be implemented, amended, terminated or canceled by the Board of Directors at any time.

EXPENSES:

EMPLOYEE will be reimbursed reasonable expenses incurred by EMPLOYEE in the performance of services hereunder in accordance with the Expense Reimbursement policies applicable to CSC employees at the officer level, as any such policies may exist from time to time. Any such policies may be implemented, amended, terminated or canceled by the Board of Directors at any time. In lieu of reimbursement for local travel, employee will receive \$375 semi-monthly as a business expense.

RENEWAL:

The CSC shall give Employee at least 3 months written notice of the CSC's intent not to seek a renewal of this Agreement.

WORK PRODUCT:

EMPLOYEE hereby acknowledges and agrees that any and all products, designs, works, discoveries, inventions, improvements, intellectual property, video materials, audio materials, graphic materials, electronically produced or stored material or information, and any other information received by EMPLOYEE as a result of

EMPLOYMENT AGREEMENT

EMPLOYEE'S employment (including, without limitation, any and all ideas, routines, object and source code, specifications, flow charts, licenses, copyrights, trademarks, patents, scripts, film, video, music and other materials and documentation) together with all information data and know-how, alterations, corrections, improvements and upgrades thereto (collectively, "Work Product") which is conceived, designed, developed or contributed by EMPLOYEE in EMPLOYEE'S capacity as an employee (1) is deemed to be within the scope of EMPLOYEE'S employment, (2) is deemed to be "works made for hire" under the United States Copyright Act or other applicable laws, and (3) is deemed to be specifically ordered and commissioned by CSC, and EMPLOYEE hereby assigns, transfers and conveys to CSC any and all worldwide right, title and interest which they may have in and to the Work Product, including, without limitation, any right, title and interest therein arising under trade secret, copyright, mask work patent or any other laws. EMPLOYEE will execute such further instruments and documents and take such further action as may be requested by CSC to effectuate the ownership of CSC and the purposes hereof.

TERMINATION: This Agreement may only be terminated and EMPLOYEE'S employment by the Council concluded in accordance with the procedures set forth in this Section:

- A. Without cause – The Council may , at any time, terminate this Agreement and conclude EMPLOYEE'S employment with the Council, at its pleasure and without cause, provided that: (1) the Council provides EMPLOYEE with written notice of its intent to do so, and (2) EMPLOYEE may be permitted by Council to remain employed by the Council for sixty (60) days after said notice is provided and (3) the Council pays EMPLOYEE a sum equivalent to 20 weeks salary, as and for severance pay, at the conclusion of her employment.

EMPLOYEE shall provide Council with sixty (60) days prior written notice of intent to terminate the Agreement without cause. The Council, at its option, may elect to have EMPLOYEE'S employment cease at an earlier date subject to EMPLOYEE'S being paid the unpaid balance of her salary for time actually worked, plus accrued leave balances as provided

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for by the same terms and conditions applied to other employees of the Council.

- B. For cause – The Council may, at any time, terminate this Agreement and conclude EMPLOYEE’S employment with the Council for cause. “For cause” shall mean (1) willfully disobeying any lawful written direct order of the Council, or willfully violating any lawful written policy of the Council (including, but not limited to, minutes of Council meetings), or (2) conviction of a felony or misdemeanor relating to her official duties or involving moral turpitude. If the “cause” is as specified in (1) above, then EMPLOYEE shall have the right to appear before the Council, with an advisor or counsel of her choosing to assist or represent EMPLOYEE (at EMPLOYEE’S cost), at a meeting of the Council to rebut, refute, or otherwise to explain the charges brought against EMPLOYEE by the Council. At said meeting the Council may question EMPLOYEE regarding said charges. The Council shall then decide whether to terminate this Agreement and to conclude EMPLOYEE’S employment.

If the Council decides to terminate this Agreement “for cause” (for the reasons specified in either (1) or (2) above) the Council shall have no obligation to pay EMPLOYEE any monies other than the unpaid balance of her salary for time actually worked, and accrued leave balances as provided for by the same terms and conditions applies to other employees of the Council.

- C. For referendum purposes – In the event CSC is dissolved pursuant to Florida Statutes, Section 125.901(4) (2012), this Agreement and EMPLOYEE’S employment with the Council shall be automatically terminated simultaneously with the dissolution of CSC thereunder. In the event of any such dissolution of CSC and termination of this Agreement, the Council shall have no obligation to pay EMPLOYEE any monies other than the unpaid balance of her salary for time actually worked, and accrued leave balances as provided for by the same terms and conditions applies to other employees of the Council.

NOTICES:

All notices and communications hereunder will be deemed given upon receipt by personal delivery, overnight courier, or telefax or

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upon the 3rd day following mailing by registered or certified mail, return receipt requested, and either delivered or addressed as set forth on the first page hereof. The parties may, by notice hereunder, designate any further or different addresses to which subsequent notices or communications will be sent.

**ENTIRE
AGREEMENT:**

This Employment Agreement constitutes the entire agreement between the parties and supersedes any prior understandings or agreements, written or verbal, between the parties. This Employment Agreement may be amended, supplemented, modified or discharged only upon an agreement in writing executed by all of the parties hereto. In the event any provision of this Employment Agreement shall be held invalid or unenforceable for any reason, such holding shall not invalidate or render unenforceable any other provision hereof. This Employment Agreement may not be assigned by either party without the prior written consent of the other, which consent will not be unreasonably withheld. This agreement supersedes any and all prior written or verbal agreements on the matters contained herein between CSC and EMPLOYEE.

**COUNCIL
POLICIES:**

All existing Council Policies & Procedures and all Policies & Procedures of the Council adopted subsequent to the execution of this Agreement, relating to vacation and sick leave, or retirement and pension system contributions, holidays, fringe benefits, and working conditions of its employees, except to the extent specifically set forth in this contract, shall apply to EMPLOYEE as they would to other employees of the Council.

**APPLICABLE
LAWS:**

This Employment Agreement will be governed by and construed in accordance with the laws of the State of Florida and venue and jurisdiction will lie only in Broward County, Florida.

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IN WITNESS HEREOF, the parties have caused this Employment Agreement to be executed and delivered on their behalf as of _____, **2021**.

EMPLOYEE

THE CHILDREN'S SERVICES COUNCIL OF BROWARD COUNTY

By: _____
Cindy J. Arenberg Seltzer,
President/CEO

By: _____
Dawn Liberta,
Chair

Approved As To Form And Legal Sufficiency:

Garry Johnson, Esq.
Attorney for Children's Services Council
of Broward County

Date

For Executive Committee November 8, 2021

Issue:	Staff salaries adjustment to help with retention and keep abreast of inflation
Action:	Recommend to the Full Council Approval of Staff Salary Adjustment for FY 21/22
Budget Impact:	\$190,000 Available from Salary Lapse from FY 20/21 to be Carry-Forward for FY 21/22.

Background: CSC has traditionally given staff Cost of Living Adjustments (COLA) equal to the increase in the Consumer Price Index (CPI). In May, as staff was preparing the FY 21/22 budget information, the CPI at that time was 3%. At the June Council Meeting, a 3% staff salary increase effective October 1st was Council approved and built into the Administrative Budget for fiscal year 2021/22.

Current Status: Since that time, the CPI has materially increased and is currently 5.3%; therefore, we are recommending giving staff an additional 2.3% salary adjustment effective December 1, 2021. This should help to retain our amazing staff and remain competitive at this time of employer difficulties attracting and maintaining staff.

Additionally, once the salary information is decided upon, staff will be engaging Compensation Resources Inc. to update the salary matrix so that it remains current. This ensures that as new people are hired, CSC remains competitive to attract the best and the brightest.

Recommended Action: Recommend to the Full Council Approval of Staff Salary Adjustment for FY 21/22