

CHILDREN'S TRUST OF ALACHUA COUNTY
OPTIONS FOR CTAC STAFFING INCLUDING EXECUTIVE DIRECTOR AND OTHER STAFF

Discussion Points to Consider for each Option:		Option A - Regular County Employee	Option B - Budgeted, Non-BOCC Employee	Option C - Direct Hire by CTAC
1 County Personnel Policies or CTAC Personnel Policies		County Personnel Policies	CTAC Personnel Policies	CTAC Personnel Policies
2 Reported to IRS & FRS as County Employee or CTAC		County	County	CTAC
3 Position(s) Report Directly to CTAC (Y or N)		Yes	Yes	Yes
4 Interlocal Agreement or Direct Hire		Interlocal Agreement	Interlocal Agreement	Direct Hire not part of Interlocal
5 Salary and Benefit Package		Costs can be same for Options A-C	Costs can be same for Options A-C	Costs can be same for Options A-C
6 County Reimbursed by CTAC for Salary and Benefits		Yes	Yes	No - paid directly by CTAC
7 Creation of new HR/Payroll Software (Y or N)		No	No	Yes
Financial Impact on Administrative Services:				
1 HR Services		\$0	Per Hour Charge- TBD*	\$8,000
2 Equal Opportunity		\$0	Per Hour Charge- TBD*	Per Hour Charge- TBD*
3 Payroll Services		\$0	\$0	\$10,000
4 Audit Fees		\$0	\$0	\$2,500 - \$4,000
5 Software License Fees for new HR/Payroll System		\$0	\$0	\$5,000
6 Risk Management		\$0	\$0	Per Hour Charge- TBD*
7 Office Space		If new external space- Actual Cost	If new external space- Actual Cost	If new external space- Actual Cost
Option Highlights:		Under this option the Executive Director position would follow all County Personnel Policies. The position's sole purpose would be to serve CTAC but all hiring & firing decisions would be in accordance with the County's Personnel Policies unless specifically amended via terms in the interlocal agreement. County would be reimbursed by CTAC for actual cost of the position, including benefits.	Allowed per County HR Policy 4-2 (1.e.) - The Executive Director position would be funded by the BOCC as an FTE but serve at the pleasure of CTAC pursuant to their employment contract. The Executive Director would receive their paycheck from the BOCC and be reported to the IRS and FRS under the County's Tax ID# but would be exempt from BOCC Personnel Policies. CTAC would adopt their own standalone Personnel Policies. County would be reimbursed by CTAC for actual cost of the position, including benefits.	Executive Director position hired directly by CTAC. Not part of the interlocal agreement. The position would be created in a standalone single use HR/Payroll system. The Executive Director would receive their paycheck directly from CTAC and would have to comply with CTAC's adopted Personnel Policies. If CTAC chooses to offer same benefit packages as other governmental entities would need to enroll with FRS, ICMA or Nationwide 457, Section 125 Cafeteria Plan, & decide on a Health Plan.
Footnotes:		N/A	* Flat hourly rate to be negotiated then billed as incurred.	* Flat hourly rate to be negotiated then billed as incurred.