

AAAPP Strategic Plan: September 2022 ~ September 2025

QUARTERLY WORKGROUP PROGRESS REPORT: WORKFORCE

AAAPP Strategic Plan: September 2022 - September 2025

REPORT DATE: January 2025

WORKGROUP:

Board Champion: Lena Wilfalk

Members: Michelle Cyr, Darline Herring, Dr. Renee Flowers, Anthony Koffman

Staff Liaisons: Sandy Brown, HR Manager and Ann Marie Winter, ED

BOARD GOAL: Recruit & retain qualified staff & volunteers ~ Workforce Workgroup

BOARD ISSUE: How do we meet AAAPP's increased manpower needs: 1. employee retention, recruitment, training, & salary ranges; 2. possibly meeting some needs with volunteers

STRATEGY 1: Review of position classifications

How we will measure success:

- **Survey has been conducted with data available to justify positions and compensation packages.**

Target date for completion: 2024

Board Responsibilities:

1. Review HR analysis and recommendations regarding job classifications & job satisfaction
2. Actively support any reclassification recommendations with the Dept of Elder Affairs

Choose one

- Completed: Successfully/Unsuccessfully
- Ongoing
- Stalled

NARRATIVE SUMMARY OF PROGRESS OR PROBLEMS:

WORKGROUP RECOMMENDATIONS:

STRATEGY 2: Increase the number of active volunteers.

How we will measure success:

- **Increase in the number of volunteers who are actively involved**

Target date for completion: 2025

Board Responsibilities:

1. Assist with contacts for outreach to local community agencies and organizations, and assist with developing relationships with local colleges and universities in Pinellas and Pasco County.
2. Identify new volunteer opportunities.

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Choose One:

- Completed: Successfully/Unsuccessfully
- In Progress
- Stalled

NARRATIVE SUMMARY OF PROGRESS OR PROBLEMS:

Workforce Group has reviewed present volunteer opportunities and is presently investigating the possibility of creating additional programs that would increase our volunteer pool.

WORKGROUP RECOMMENDATIONS:

STRATEGY 3: Review Compensation of Staff

How we will measure success:

- **Survey has been conducted with data available to justify positions and compensation packages.**

Target date for completion: July 2024

Board Responsibilities:

- 1 Complete Compensation Survey
- 2 Review Salary increases for 2025 budget

Choose one

- Completed: Successfully/Unsuccessfully
- In Progress
- Stalled

NARRATIVE SUMMARY OF PROGRESS OR PROBLEMS:

WORKGROUP RECOMMENDATIONS: