



HUMAN RESOURCES BOARD OF DIRECTORS OVERVIEW MARCH, 2025

STAFFING
<ul style="list-style-type: none"> We experienced a 27.7 percent turnover rate from March, 2024 to present. Our turnover rate from January, 2025 to now is 11.3 percent. We had seven employees leave the organization. Four employees retired, two resigned to move closer to family, and one was laid off due to the closing of catering. We hired five new employees – One Peer Specialist for the OHR program, one Client Advocate for the family campus, one Resident Advocate for Burckle Place, a new Executive Assistant for the CEO, and a part-time Housing Coordinator for the OHR program. We recently made an offer to a candidate for Chief Financial Officer, and the offer was accepted. The candidate is expected to start in early May. The total employee count currently is 123 employees. We have three vacancies – all of which are grant funded. Interviews are scheduled for a Client Advocate for Joshua House and two Peer Specialists at Burckle Place and BP3.
SOFTWARE UPDATE
<ul style="list-style-type: none"> Work will begin to implement the Onboarding and Expense modules in Paylocity to help streamline our hiring process and how we process expense reports.
TRAINING UPDATE
<ul style="list-style-type: none"> Annual security training is being held currently for all employees.
POLICY AND PROCEDURE UPDATES
<ul style="list-style-type: none"> Nothing to report in this section.
OTHER NEWS
<ul style="list-style-type: none"> TLP just completed our participation in the Best Place to Work in Florida survey. Results are expected by late May. TLP also completed our Nonprofits First Accreditation. Our Accreditation review meeting is scheduled for April 15, 2025.