

Chief Executive Officer's Report

November 9, 2021

Proposal for Housing Development on WCCA's Hillview Property in Brevard

WCCA has been approached by First Victory Construction, LLC about the development of WCCA's property in Brevard. The concept as currently proposed would include affordable housing, workforce housing and market rate townhomes. There is a map and short report of the latest proposal attached to my report.

First Victory, City of Brevard staff and WCCA staff met in July to discuss the concept. WCCA's Hillview property has over a dozen acres of undeveloped land in the Brevard City limits with access to water and sewer service. WCCA needs to use some of the property to replace the Hillview Children's Services facility with a state of the art early childhood education center with office space for WCCA's housing and older adults services. Developing other portions of the property for affordable and workforce housing also fits into WCCA's mission. There is an opportunity for WCCA to add substantially to its cash reserves. These funds would be helpful in the construction of the new children's services building and other future needs of the agency.

I attended a City of Brevard Council workshop on Friday, October 29 that focused on workforce housing. Workforce housing, which is described as housing for teachers, police and other middle income professionals, is a top priority for the Brevard City Council. If this project comes to fruition, it would have the most significant impact on affordable and workforce housing in Brevard that I can remember. There are still many details to work out, but the WCCA Board will certainly need to make important decisions as this proposal moves forward.

Covid Vaccinations, Booster Shots, Accommodations and Staffing

Attached is the latest chart showing how many WCCA employees are vaccinated, and unvaccinated. The total number of employees is holding steady at approximately 200. By November 5th employees will have to have received their first vaccination shot or requested a religious or medical accommodation. Each request for accommodation will be reviewed by a staff committee including Human Resources and the CFO and CEO. If an accommodation can be made without an undue burden on WCCA, then employees can stay on the payroll. If the accommodation requires an undue burden, the employee will be placed on unpaid leave. All WCCA benefits will be suspended when the employee is placed on unpaid leave. Not complying with the vaccination policy can lead to termination of employment.

Staff Bonuses for Working Through the Covid Pandemic

On October 29th the WCCA Executive Committee of the Board of Directors approved bonus payments for employees that have worked at WCCA during the pandemic. There was an exception for a few staff members that received hiring bonuses over the last few months. The schedule for the bonuses is below:

Under 1 year of service	\$300
1 – 3 years of service	\$450
3 – 5 years of service	\$500
Over 5 years of service	\$550

These bonuses can be covered mostly by American Recovery Act funds. This is a positive step for employee morale and retention.

