



**State of Florida
Department of Children and Families**

Charlie Crist
Governor

George H. Sheldon
Secretary

DATE: September 3, 2010

TO: Regional Directors

FROM: Pete Digre, Assistant Secretary for Operations
David L. Fairbanks, Assistant Secretary for Programs

THROUGH: Alan Abramowitz, State Director, Office of Family Safety

SUBJECT: Performance Path for Excellence Mapping Clarification

ACTION REQUIRED: Disseminate this to all staff impacted by this clarification.

DUE DATE: None

PURPOSE: The purpose of this memorandum is to provide clarification regarding increasing the starting salaries of new child protective investigators as part of the Performance Path for Excellence mapping.

BACKGROUND: The Performance Path to Excellence pay plan was implemented in 2003 due to high turnover in child protective investigations and recommendations made by the Blue Ribbon Panel. That year, funds were appropriated for increases to support the mapping plan. Unfortunately, except for 2006, no additional funds have been appropriated to continue the performance path mapping process.

In 2009, the Department determined that Regions and/or Circuits could no longer map new employees to a higher salary. Although the Department supported the performance path for excellence mapping process, there were insufficient funds to support this activity statewide.

The Family Safety Program Office, in collaboration with Operations and the Office of Human Resources have determined that mapping for new employees cannot be approved due to the lack of funds statewide. Management and supervisors must follow the Department's current salary plan dated August 5, 2010 when hiring new employees.

ACTION REQUIRED: Please disseminate this memo to all staff impacted by this clarification.

CONTACT INFORMATION: For additional information please contact Alan Abramowitz at (850) 922-2298 or Chris Compton at (850) 443 6646 or via email at chris_compton@dcf.state.fl.us.

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