

West Volusia-Daytona Beach
Report to Merger Committee
August 14, 2007

Sub-Committee: **Human Resources Sub-Committee** (HRSC) Date: 8/14/07

Benefits of Merger

The benefits of a merger to the staff will be significant. The HRSC has reviewed all functional areas of human resources and conclude that the benefits far out way the effort that will result from a merger. Improved training, salary improvements, strengthened professional services, reduced costs from non-duplicative positions (ie. one CEO rather than two) and improved benefits can result from a merger of the associations.

Areas the sub-committee reviewed.

The Human Resources Sub-Committee reviewed the following topics:

- Position Descriptions
- Salary Plans
- Actual Salary Comparisons
- HR Policies and Procedures
- Employee Manuals
- Organizational Charts
- Staffing Structures
- Employee Benefits

The HRSC committee members each addressed one or more of the above areas and have reported back that while differences exist between the two associations, none are significant and all can be successfully resolved during the merger process.

Key Issues

The Human Resources Sub-Committee identified no key human resources issue. The merger process can address each HR area reviewed and minor differences will be resolved.

Proposed "potential reasonable resolutions"

N/A.

Directions on other identified areas of concern

N/A.

Recommendation on Letter of Intent

The Human Resources Sub-Committee strongly recommends that both Corporate Boards adopt a formal Letter of Intent supporting a merger.