

LOI Form

LOI

If you would like to complete this Letter of Intent in Word first and copy your answers over later, use the following link: [Download LOI](#)

The rubric that will be used to score your Letter of Intent can be found here: [Download LOI Rubric](#)

Please pay attention to character limits while working on your draft. These limits include spaces.

Organization Name*

Pinellas Sheriff's Police Athletic League, Inc.

Project Name*

Create a brief name for this large capital project. This is how it will appear throughout the PCF grant portal.

Outdoor LED Message Signs

EIN*

59-3760782

Incorporation Year*

What year did your organization incorporate? This will be the year listed on your determination letter from the Internal Revenue Service.

2002

Organizational Mission Statement*

What is your organization's mission statement? This should be no longer than one or two sentences.

The mission of PAL is to provide positive activities, academics, mentoring, leadership training, tutoring, and life skills programming to Pinellas County youth. PAL's education, recreation, community service, and sports programs serve as the foundation for the development of leadership skills, good citizenship, and good sportsmanship.

Unique Entity ID (SAM)

Please provide your organization's Unique Entity ID number. This is a specific number used by the federal government to identify your organization. **This is different from a DUNS number, which the federal government no longer uses.**

If you do not have a Unique Entity ID number, you can create an account on SAM.gov and apply for one here (it is free and may take 3-4 days for approval): <https://sam.gov/content/home>

This field is optional as to not stop a qualifying organization from applying. HOWEVER, a Unique Entity ID number will be required if your organization is approved for a grant. Your organization should apply for a number now if it does not yet have one.

Character Limit: 12

ZL9FRYU723K5

Annual Operating Budget Size*

Please provide the amount of your annual operating budget (expenditures only) for your entire organization.

\$971,000.00

Amount Requested*

The maximum grant amount is \$5 million. You may request up to 5% for grant administration, project management, and other indirect costs. Please be sure your indirect cost rate is represented in the figure you put below.

Note: You will be required to upload a more detailed budget if you are approved for the full application stage. You will need to also attach any bids, estimates, and agreements with contractors or other vendors in relation to the proposed project.

\$89,510.00

Does the total project cost exceed the amount your organization is requesting?*

Please note: Answering "Yes" will cause additional questions to load later in this application.

Examples

ABC Childcare is seeking funding for a new playground. ABC Childcare is asking PCF to fund \$150,000 for certain equipment, and will seek other funding and donations for the remaining \$20,000 of the playground. ABC Childcare would select "Yes" for this question.

Better Tomorrow, a mental health provider, is looking to expand their counseling center by two rooms to meet increased service demand arising from the pandemic. Better Tomorrow has secured \$25,000 in private contributions, and wants to request the remaining \$125,000 in this grant. Better Tomorrow would select "Yes" for this question.

DBE Food Pantry is seeking funding for a new HVAC unit for their pantry, and is requesting \$40,000 from PCF to cover the entire cost. DBE Food Pantry would select "No" for this question.

No

Parent Non-Profit/Subsidiaries*

If your organization has a parent non-profit that has multiple subsidiaries, will multiple subsidiaries be applying in this process?

Example

Better Tomorrow is the parent non-profit of three organizations. Two of those organizations want to apply in this process. Both would select "Yes" on this question.

No

Request Specifics

Organization Programming Background*

Please describe the programming your organization offers to the community and the length of time it has been doing so. That is, what does your organization **do** and **how long** has it been doing it?

The Pinellas County Sheriff's Police Athletic League (PAL) was formed in 2001 and incorporated as a 501 (c)(3) organization in 2002. This PAL location is sponsored by the Pinellas County Sheriff's Office. It was created to provide opportunities for disadvantaged youth in Pinellas County, Florida. The after-school and summer programs serve children ages 5-18 in two separate facilities in Lealman. Participants receive academic support and take part in a variety of recreational sports activities.

The purpose of PAL's after-school program for K-12 students is to provide a variety of activities in a safe environment. Our participants are picked up from their school in PAL vans and transported to our two facilities each day. PAL provides both educational (tutoring, life skills, computer lab, art, trivia, board games, etc.) and recreational sports (basketball, volleyball, flag football, soccer, etc.) activities each day. Our youth are strongly encouraged to participate in at least one group activity each day. All participants are also provided a snack and drink daily provided by Pinellas County Schools.

Community Need*

Please describe the community need that exists for your programming. If you are able to cite quantitative, local data, that will strengthen your proposal.

United States Census Bureau Quick Facts 2020

Median Income - Lealman \$35,092 Pinellas County \$56,419

% of persons in poverty - Lealman 19.9% Pinellas County 11.1%

% of persons over 25 with Bachelor's Degree - Lealman 13.3% Pinellas County 32.5%

PAL programs target Lealman, an unincorporated section of Pinellas County that sits between the cities of St. Petersburg and Pinellas Park. The two main zip codes PAL serves (33709 & 33714) are identified by Pinellas County Health and Community Services as one of the county's five at-risk zones, with a high concentration of poverty. These statistics show the real need for youth services in this community. PAL provides a variety of activities to our participants in a safe environment during the critical after-school hours. Parents may pick up their kids any time before 6:00 p.m., allowing them flexibility with their work schedule.

Negative Economic Impact*

The following question is the keystone of a strong application in this process. If your organization cannot demonstrate a negative economic impact from the pandemic, your application will not qualify for committee review. If you are uncertain about what constitutes negative economic impact or how to demonstrate it, please contact PCF staff for technical assistance.

Describe your organization's negative economic impact arising from the COVID-19 pandemic. Examples could include:

- A reduction in revenue from 2019 to 2020
- Inflationary pressures
- Increases in demand for services that have not been compensated for through new revenue
- The use of reserves for unbudgeted expenses since the onset of the pandemic, and such use of reserves has prevented the purchase of capital assets
- A need for capital assets to offset community need for which your organization does not have the resources to purchase due to the negative economic harm from the pandemic
- A need for additional capital assets to adapt operations to accommodate health and safety guidelines by the CDC
- Growth in restricted pandemic-related revenue that does not permit capital asset acquisition

Note: If you are applying for both a Small Purchase and Large Project, you may reuse the answer for this question PROVIDED THAT the negative economic impact is relevant to both requests.

The major negative economic impact for PAL from the COVID-19 pandemic has been payroll related inflationary pressures. PAL was closed to participants due to schools being closed for the last few months of the 2019-2020 school year. Upon reopening in June of 2020 there were quite a few changes that had to be implemented. Besides cleaning and safety protocols, the other big change was we had to put our youth into smaller groups which required hiring more staff to supervise. PAL's calendar year gross payroll increased 20.5% from 2019 to 2020. In calendar year 2021 we had a more modest gross payroll increase of 9.4%. COVID-19 has presented a new set of challenges for employers. Retaining employees has become a big issue for our organization. PAL employees are required to go through the same hiring process as the Pinellas County Sheriff's Office. This includes fingerprinting, background check, and a polygraph test. This process can sometimes take several weeks to complete, and many candidates fail to pass this portion. We continued to struggle with employee retention in 2021, and the PAL Board began discussing measures to address this problem. In February of 2022, the PAL Board implemented several retention initiatives designed to reduce employee turnover: (1) Across the board 3% adjustment for inflation. (2) Increase entry level wages. (3) Adjustment for wage compression in non-entry level positions. These changes are a big commitment from our Board, but necessary to compete for workers in today's market. Attached in the additional uploads section are our payroll totals from January of 2019 to August 19, 2022.

Proposal Description*

The American Rescue Plan Act requires a request that is reasonable and proportional to the level of economic impact your organization experienced. This means the request you describe below should not be greater than the economic harm your organization has suffered.

Please describe your project proposal and address the following:

- What project will be undertaken with these funds?
- What is the estimated lifespan of the project/property improvement?
- How does it address the negative economic harm you described in the previous question?

PAL is proposing using ARPA funds through the Pinellas Community Foundation to replace two message signs that are no longer working. Our organization operates in Lealman, an unincorporated section of Pinellas County lacking in services. These two signs are in high profile areas passed by thousands of cars daily. The first company that we contacted for quotes on these signs says the minimum estimated lifetime for these units is ten years. We believe this is excellent value for the benefits it will bring to the Lealman community. In addition to negative economic harm to our organization, COVID-19 has affected our PAL families in a negative way. Students have fallen behind in school, and many parents have struggled to provide basics during this difficult time. We are working hard to increase our impact in the community by recruiting more youth to our programs. We continue to try and fill positions for staff that work with our kids. Two new message signs would allow us to show job openings at PAL, promote a variety of youth programs, and serve as a message center for the Lealman community.

Number Served*

How many people will directly benefit from this capital project annually?

1075

Unduplicated vs. Duplicated*

Is the number indicated above duplicated or unduplicated?

Duplicated: A client is counted each time they access services

Unduplicated: A client is counted once, regardless of the number of times they access services

Example: ABC Food Bank operates two mobile food pantries, one in Clearwater and one in St. Petersburg. Taylor, a Pinellas County resident, goes to both food pantries. If ABC Food Bank counts Taylor's visit TWICE, it is **duplicated**. If ABC Food Bank counts Taylor's visit ONCE, it is **unduplicated**.

Unduplicated

Other (Explanation Required)

If you selected "Other" in the previous question, please explain how your organization determined the number of clients that will benefit from the proposed capital project.

Rent vs. Own*

Does your organization rent or own the property for which you are proposing modifications?

Note: Selecting "Rent" will cause more questions to load below.

Rent

Guiding Principles - Client Impact*

The American Rescue Plan Act, which provides the funding for this grant program, aims to ensure an equitable recovery from the COVID-19 pandemic. The term "equity" is defined as:

The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

One of the guiding principles of this fund is that it will apply a lens of equity to ensure the needs of specified priority populations are met.

Will this project benefit the community members defined above that have experienced disproportionate negative impacts from the COVID-19 pandemic? If so, how?

PAL is located in unincorporated Lealman and this is our area of focus. As mentioned in previous sections, Lealman is one of the poorest communities in Pinellas County and lacks basic services. PAL is the only community-based organization in Lealman offering after-school programs for both middle and high school youth. We pick up our participants from eleven schools in PAL vans and transport them to our facility. Our after-school program features both educational and recreational sports activities. We have a certified teacher providing academic help, and our staff provides a variety of group activities from daily lesson plans. PAL provides a safe after-school environment for our kids, filling a huge need in the Lealman community.

Community Connection

The American Rescue Plan Act (ARPA) prioritizes organizations that either have headquarters or carry out the majority of their operations inside Qualified Census Tracts (QCTs). QCTs are a standard method of identifying communities with a large proportion of low-income residents. The U.S. Department of Housing and Urban Development determines what areas qualify as QCT.

To assess if your organization serves or is headquartered in a QCT, use the following link:
https://www.huduser.gov/portal/sadda/sadda_qct.html

In the top right-hand corner, choose the state of Florida and Pinellas County. Then on the left-hand side of the screen, click the box next to "Color QCT Qualified Tracts." The QCT zones are denoted in purple. You can also map your address by adding it into the address box at the top to see if your location is inside the zones.

Below, please provide the location of your operations and the location of your headquarters, if different.

Headquarters Location*

Please provide your organization's headquarters address as it appears on your Sunbiz account. To check your Sunbiz registration, you may search here: <https://dos.myflorida.com/sunbiz/search/>
3755 46th Ave. North St. Petersburg, Fl. 33714

QCT Determination - Headquarters*

Is this organization headquartered in a QCT?

No

Project Location*

Please provide the address or intersection where the property being modified is.

3755 46th Ave. North St. Petersburg, Fl. 33714

QCT Determination - Project*

Is this organization's project in a QCT?

No

QCT Impact*

PCF understands that just because a project may not be located in a Qualified Census Tract, those who reside in one may access your services and may come to the location where your organization's project will take place.

- If applicable, please describe if you have clients that reside in a QCT as indicated on the map linked above, and the proportion of your clients that come from these areas.
- If your organization does not serve clients from a QCT, you can write "Not Applicable" below.

Pinellas PAL is located in census tract 247.03, which is not a qualified census tract. However we are surrounded on three sides by qualified census tracts, 246.02, 247.01, and 247.02. Forty two percent of our current participants reside in these qualified census tracts, and an additional thirty four percent of attendees live within two miles of these boundaries.

QCT Determination - Clients*

Does this organization's project benefit residents of QCTs?

Yes

This section aims to capture general demographic data about your organization and to see how you engage with and represent the community you serve. PCF has generalized the demographic data questions more than it has in other processes because of the public nature of this process. PCF understands that identity disclosure can be a sensitive matter and wants to respect your organization's board and staff. If your organization feels comfortable sharing more detailed demographic information, it may do so in the "Community Representation and Connection" section.

Community Representation and Connection*

Describe how your organization is representative of, or has authentic connections to, the community your proposal seeks to serve. You can list other community-based organizations that work on programming with you and/or list examples of your work within this community.

Current PAL Race Demographics

Staff - BIPOC 59% White 41%
Board - BIPOC 19% White 81%
Participants - BIPOC 64% White 36%

PAL Executive Director Neil Brickfield was a PAL board member for many years, before being chosen by the board to lead the organization in July of 2014. Under Neil's leadership the program has grown tremendously, from 28 kids when he started to over 100 currently served each day. Program offerings have increased, and our special events have become huge community successes. Collaborating with many community partners, PAL puts on a back-to-school event with a backpack and school supply giveaway, a Halloween event providing safe trick or treating, and a Christmas party complete with Santa. The first two are community events open to all families in the area (not just PAL members) and attended by hundreds of children in the Lealman community. The Christmas event is for PAL families only and includes children's gifts and a take home dinner for participating families.

PAL works with several community nonprofit partners to provide goods and services to Lealman families. Our Executive Director is in regular contact with these partners to monitor needs for families in our area. Some items that we have distributed to families in the past couple of years; (1) Toiletries (2) Food (3) School supplies (4) Sweatshirts, T shirts, and socks for our participants.

PAL nonprofit partners: Florida Dream Center, Keep Pinellas Beautiful, Lealman Community Association, Lealman Community District Services, Lealman & Asian Neighborhood Family Center.

Leadership Demographics - CEO/Executive Director*

Does your CEO/Executive Director consider themselves a member of one or more of the following populations?

Check all that apply.

- BIPOC defined as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color
- LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer+)
- Neurodiverse/physically disabled

None of the above

Leadership Demographics - Executive Level Leadership Team*

Does your executive leadership team consider themselves a member of one or more of the following populations?

Check all that apply.

- BIPOC defined as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color
- LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer+)
- Neurodiverse/physically disabled

BIPOC

Leadership Demographics - Board Membership*

Do your board members consider themselves a member of one or more of the following populations? Check all that apply.

- BIPOC defined as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color
- LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer+)
- Neurodiverse/physically disabled

BIPOC

Rented Property

Tenant Responsibility*

Please explain how your organization is responsible for modifying the building despite being rented. Be sure to describe the length of your organization's lease and to indicate whether or not you have obtained permission from the landlord for the proposed project.

PAL has a Memorandum of Understanding (MOU) through the Pinellas County Sheriff's Office for the use of two Pinellas County properties in Lealman. The Lealman Sports Complex is our main location at 3755 46th Ave. North, St. Petersburg. This facility houses our after-school and summer programs for middle and high school youth. The Connection Center, 3875 54th Ave. North, St. Petersburg, has been used by PAL in past years for after-school and summer programs for elementary school children. PAL currently uses this facility for storage, our elementary school program has moved to another location.

Both of the locations described above have the same outdoor message sign. Unfortunately neither of these signs currently works, we do not have the ability to change the message. The firm that supplied these signs many years ago is no longer in business, so PAL would like to replace both signs. The location on 54th Ave. North is a highly visible sign that is passed by thousands of cars daily. Even though this building is not currently being used for programming, the sign at this location can be used to promote community events, job openings, programs, and other critical information to the Lealman community. PAL has been offering K-12 after-school programs in Lealman since 2002. The signs we are seeking have been approved by Pinellas County Government. Some previous capital projects Pinellas PAL has received grants for at the Lealman Sports Complex: (1) New portable classroom. (2) Converted a metal warehouse to an air conditioned multi-use space. (3) Artificial turf on our football / soccer field. (4) Installing shade covers over our skateboard park.

Financial Overview

Budget Summary*

Please provide a brief sketch of the categories of expenses and the costs needed for your project. If your organization is requesting compensation for indirect costs, be sure to note the percentage (up to 5%) and dollar amount below.

If you are invited to complete the full application, you will be asked to upload current verifiable bids, proposals, price lists [from your potential vendor(s)] from the past 60 days. If a contractor has already been selected for a

construction project for which you are requesting funding, you will need to upload their bid. You are strongly encouraged to collect any remaining bids, proposals, and price lists shortly after submitting this LOI.

2 Outdoor Message Signs @ 42,105.00 = \$84,210.00

(To include survey, permit, fees, engineering, freight, installation)

Take down and removal of 2 signs	\$3,500.00
Electrical	\$1,800.00
Total	\$89,510.00

Project Preparedness*

If your letter of intent is approved, you will have 30 days to submit a full proposal. This will require multiple estimates/bids for your project that detail the costs you've sketched out above from potential contractors that would do the actual work.

Where are you in the planning process for the implementation of this project? Please describe your organization's readiness for this project including your ability to collect bids and select contractors and/or vendors. **If you have already selected a contractor for the project, you will need to describe how that contractor was chosen.**

Example

Better Tomorrow has spoken with contractors about their counseling center expansion project, but has only sought one proposal from a contractor. Better Tomorrow would describe so below, having sketched out the costs in the previous question. Better Tomorrow would indicate its plan to obtain more quotes/bids upon submitting this LOI.

Community Arts 'R Us has begun construction on its new arts center, as it had secured 75% of the funding for it before the pandemic. Therefore, a contractor has already been selected, and is looking to obtain the funding necessary to complete the project. Below, Community Arts 'R Us would explain it has a cost proposal ready to upload from their selected contractor, and is ready to carry out the rest of the project if funding is awarded.

PAL has received permission from Pinellas County Government for replacement of our two signs. We have currently received one quote, and are prepared to solicit more quotes upon submitting our LOI.

Other Funding Sources*

Please describe any other funding not already mentioned that your organization has applied for or obtained for this project. This includes but is not limited to Community Development Block Grants (CDBG), local government grants (including Tourist Development Council funding), foundation grants, and donors (you do not need to disclose donor identities, simply amount raised that is allocated to this project). This includes any matching grants or in-kind contributions you may have obtained.

If none, please write N/A.

PAL has applied and received funding in the past from the Juvenile Welfare Board (JWB) for their Non-Operating and Capital Projects RFA. JWB recently announced that they are postponing the release of the program for this year. This decision was made to avoid the potential for competing requests or awards with Pinellas Community Foundation and Pinellas County's ARPA Nonprofit Capital Project Fund. JWB has

encouraged funded agencies to review and apply for ARPA Nonprofit Capital Project Funds. When released, the JWB Non-Operating and Capital Projects RFA will include standard question(s) prompting agencies to list efforts they've made to seek alternative funding – in particular, steps taken to review and/or apply for the County's ARPA Nonprofit Capital Project Fund.

PAL will continue to apply for all possible funding for needed capital projects.

Changes in Operating Costs*

Please answer this question based on the descriptions below:

- If this project **increases** ongoing operational costs (programmatic, operating maintenance or other costs), how will you compensate for the difference?
- If this project **decreases** ongoing operating costs, how will it do so?
- If this project **does not affect** operating costs, please note so below.

This project does not affect ongoing operating costs.

Fund Management Capacity*

Please describe your organization's capacity to manage these potential ARPA funds in terms of fiscal management and financial infrastructure.

This includes, but is not limited to, the use of accounting software that can track a general ledger and multiple accounts and the ability to work on a reimbursement-basis.

The inability to handle a reimbursement-basis grant does not disqualify your organization from applying.

PAL is equipped with a robust fiscal management process. Board-approved internal policies and controls maintain separation of duties while ensuring total compliance. We utilize QuickBooks software to track all financial transactions. All purchases are subject to an approval process in which only authorized individuals are selected to grant approval prior to the transaction. As transactions post to our accounts, they are reviewed for accuracy and coded in QuickBooks.

To ensure accuracy and compliance, financial reporting and account reconciliation is outsourced to a CPA. We receive these reports from our CPA on a monthly basis, they are then reviewed by both staff and Board members. Additional controls in place include routine budget meetings by our appointed Budget Committee, the generation of an annual budget approved by our Board, and an annual financial audit performed by an independent firm. We are proficient and in the practice of working on a reimbursement-basis.

Additional Information

Additional Upload

If you have something else to share, you can upload it here in PDF format.

Please note: Due to limitation of this grants system, the upload field will not carry over to the full application if you are moved forward to the full application phase. You will need to upload this file again if you are moved forward in the process.

Payroll 19-22.pdf

Anything else to share?

If you have any details to share regarding this grant request, you may do so below.

PAL is proud to join several other nonprofits in Lealman to provide much needed services in our community. We will continue to work hard to provide opportunities for the disadvantaged youth we serve.

File Attachment Summary

Applicant File Uploads

- Payroll 19-22.pdf

Pinellas PAL
Payroll Reports
Jan 2019 - Aug 2022

January 2019 - December 2019									
Employee	Gross Pay	ER Benefits Retained	Retirement Match	ER FICA	FUTA	SUTA	Other ER Tax	Work Comp	EMPLOYEE TOTAL
Bosse Joshua	9,135.17	50.65		698.84		174.99		71.24	10,390.62
Brickfield Neil	98,000.04	310.50		7,497.06		175.00		893.25	109,472.83
Causey Austyn	12,171.15	40.55		931.10		175.02		98.88	13,753.54
Crockett Carson J	3,405.47			260.53		85.13		39.59	3,904.18
Cutrone Christina M	3,275.55			250.58		81.89		38.45	3,735.32
Foster Dale	1,696.59			129.79		42.42		20.02	1,965.52
Hall Emily	5,939.40	16.22		454.37		148.51		37.34	6,791.80
Hawkins Celina A	2,842.92			217.47		71.08		33.54	3,271.61
Holzhausen Cara Andrea									1.95
Jones Joshua	3,388.23			259.19		84.71		39.97	3,884.12
Kellerbauer Chelsea	3,382.53			258.75		84.56			3,826.65
Nall Andrew	13,010.78			995.34		175.01		150.34	14,706.77
O'connor Lauren Young	8,230.76			629.68		174.99		97.12	9,352.62
Reid Terrah A	3,225.96			246.79		80.66		38.06	3,704.06
Schollaert Rachel E	3,530.10			270.05		88.26		40.39	4,035.08
Shipleigh Tanner M	1,283.16			98.15		32.08		14.83	1,469.73
Starbird Justin G	5,481.24			419.32		137.02		64.46	6,250.36
Stefanowicz Monica L	758.40			58.02		18.96		8.95	891.13
Thomas Isaiah	9,349.62	22.85		715.23		175.00		82.50	10,629.38
Torres Adriana	157.50			12.05		3.94			190.39
Washington Antario	569.79			43.59		14.25			646.18
Williams Jayden S	1,800.24			137.71		45.01		21.24	2,067.22
Wintrich Aaron	3,534.90	18.24		270.43		88.37		23.91	4,115.25
Olson Michelle	18,232.27	49.88		1,394.86		175.01		135.76	20,470.99
Bush Kaitlyn	12,036.22			920.78		174.99		140.66	13,633.82
Crockett Paige	404.25			30.92		10.11			460.23
Drouin Kathryn L	3,653.25			279.47		91.34		43.11	4,203.67
Ortiz-ruiz Jealiany Sualeida	6,200.92	23.10		474.39		155.02		38.46	7,087.47
Totals:	234,696.41	531.99				2,763.33			
Totals Including ER Retained Benefits and SUTA:		237,991.73							

Pinellas PAL
Payroll Reports
Jan 2019 - Aug 2022

January 2020 - December 2020									
Employee	Gross Pay	ER Benefits Retained	Retirement Match	ER FICA	FUTA	SUTA	Other ER Tax	Work Comp	EMPLOYEE TOTAL
Barker Ashley L	2,721.00			208.15		68.03		32.11	3,109.38
Brickfield Neil	94,846.20	414	3,333.48	7,255.79		175		1,119.28	109,657.15
Crockett Carson J	6,743.45	9.73		515.88		168.59		79.37	7,695.73
Fogler-tortora Jennifer A	11,660.25	34.05		892.02		175		136.63	13,224.16
Greene Jessica J	60			4.59		1.5		0.71	83.7
Griffin Madison Nicole	7,338.00	19.46		561.36		175.01		86.6	8,384.17
Krome Brittney M	2,860.80			218.85		71.52		33.76	3,265.56
Lang Tryshanta U	1,728.00			132.19		43.2		20.4	2,001.73
Marston Kileyann L	1,710.60			130.85		42.77		20.14	1,957.18
Nall Andrew	17,843.55	440.04		1,365.05		174.99		210.46	20,521.28
O'connor Lauren Young	54,574.94	229.35	1,622.41	4,175.14		174.99		643.97	62,867.05
Payne Jase T	1,176.00			89.96		29.4		13.88	1,356.04
Reid Terrah A	643.44			49.23		16.09		7.59	746.25
Schollaert Rachel E	28,599.02	48.64		2,187.80		175.02		335.25	32,104.10
Shipleigh Tanner M	1,357.80			103.88		33.95		16.02	1,556.50
Starbird Justin G	13,741.92	107.03		1,051.21		175.01		161.74	15,654.96
Bush Kaitlyn	21,729.33	58.75		1,662.28		175		252.22	24,483.28
Crockett Paige	13,204.47	87.57		1,010.17		174.99		153.96	15,090.54
Demartino Carlie J	490.2			37.5		12.26		5.79	577.6
Johnson Cierra E	274.8	4.4		21.03		6.87		3.25	342.2
Totals:	283,303.77	1,453.02				2,069.19			
Totals Including ER Retained Benefits and SUTA:		286,825.98							

Pinellas PAL
Payroll Reports
Jan 2019 - Aug 2022

January 2021 - December 2021									
Employee	Gross Pay	ER Benefits Retained	Retirement Match	ER FICA	FUTA	SUTA	Other ER Tax	Work Comp	EMPLOYEE TOTAL
Anderson Zachary C	4,275.30			327.05		115.44		50.45	4,908.17
Barker Ashley L	26,136.24	-346.06		1,999.40		275.98		307.44	29,077.53
Belegu-brovina Arta	83.09			6.35		2.24		0.98	109.56
Brickfield Neil	97,500.05	-2,213.00	4,387.52	7,458.81		245.39		1,150.60	111,113.10
Carr Grace S	3,885.08	11.75		297.22		104.91		45.86	4,499.23
Chandler Chloe L	3,148.16			240.84		85.00		37.14	3,632.69
Dufresne Mackenzie G	4,517.57			345.60		170.95		53.31	5,239.55
Farid Stephanie	9,450.92	36.48		723.02		214.96		111.11	10,832.87
Fogler-tortora Jennifer A	374.50	11.35		28.65		11.24		4.42	445.11
Griffin Madison Nicole	5,700.85	-361.35		436.11		226.32		67.27	6,248.02
Hazlewood Tiara K	839.55			64.23		33.58		9.91	984.57
Kaimala Beverly C	2,844.01			217.56		112.18		33.57	3,335.44
Krome Brittney M	22,456.40	-471.06		1,717.91		280.00		263.93	24,857.19
Nall Andrew	19,441.85	-1.96		1,487.33		274.79		229.42	21,960.51
O'connor Lauren Young	67,360.52	-1,557.80	3,031.13	5,153.11		256.93		786.47	76,815.35
Peraza Natalie	16,839.01	50.28		1,288.20		244.14		194.98	19,085.14
Rouson Jared Alexander	4,827.34			369.29		177.90		56.95	5,573.31
Schollaert Rachel E	23,897.89	-856.24		1,828.17		276.80		280.94	26,122.24
Starr Shayna A	2,674.93			204.64		94.64		31.56	3,116.42
Totals:	316,253.26	-5,697.61				3,203.39			
Total Including ER Retained Benefits and SUTA:			313,759.04						

Pinellas PAL
Payroll Reports
Jan 2019 - Aug 2022

YTD January 2022 - Aug 19 2022

Employee	Gross Pay	ER Benefits	Retirement	ER FICA	FUTA	SUTA	Other ER	Work	EMPLOYEE
		Retained	Match				Tax	Comp	TOTAL
Anderson Zachary C	14,904.74	102.92		1,136.41		189.03		175.29	16,914.48
Banks Ta'jiri A	3,875.97	9.32		292.69		103.29		45.16	4,466.80
Barker Ashley L	27,018.11	498.90	257.68	2,063.07		188.99		315.19	31,057.89
Boykins Brenda F	23,373.83	464.84		1,784.28		189.00		272.54	26,705.84
Brickfield Neil	59,296.20	676.00	2,648.09	4,532.37		188.99		699.17	69,612.15
Carr Grace S	6,544.75	58.75		500.67		176.72		77.25	7,544.01
Chandler Chloe L	13,305.92	102.92		1,014.10		189.02		156.42	15,139.13
Dufresne Mackenzie G	6,918.25	60.80		525.44		185.44		81.04	7,970.07
Farid Stephanie	12,636.46	89.17		966.70		188.99		148.84	14,375.01
Fields Marcus Terrel	1,666.40			123.65		43.65		19.07	1,909.70
Freckleton Tiffany S	674.40			51.59		18.21		7.96	771.98
Griffin Demiesha A	3,879.20			292.94		103.39		45.19	4,436.83
Griffin Deniesha A	11,212.20	32.42		853.92		189.00		130.35	12,718.76
Hall Khesanio D	4,032.60	16.21		308.49		108.89		47.57	4,640.00
Krome Brittney M	19,216.08	79.78		1,468.15		189.00		225.72	21,691.54
Maes Jessica M	14,655.61	48.63		1,117.34		189.01		171.53	16,584.00
Moody Myiah M	3,086.40			234.19		82.66		36.13	3,528.52
Nall Andrew	16,810.17	257.32		1,282.15		189.00		194.70	19,181.36
O'connor Lauren Young	46,505.55	580.22	2,072.50	3,553.84		189.00		538.38	54,671.89
Padro Francisco Andrew	140.00			10.71		3.78		1.65	173.04
Reynolds Carson T	6,041.40			458.33		161.78		69.90	6,899.49
Rouson Jared Alexander	8,731.64	58.75		664.14		189.00		101.41	9,980.43
Schollaert Rachel E	663.88	85.12		50.78		17.93		7.82	975.03
Thomas Simeon Saint	1,351.60			99.58		35.14		15.35	1,550.23
Turner Juliette A	22,750.77	67.09		1,740.42		188.98		266.49	25,618.63
Viera Jayden A	4,420.25	9.32		334.30		117.99		51.57	5,081.34
Totals:	333,712.38	3,298.48				3,615.88			
Totals Including ER Retained Benefits and SUTA:			340,626.74						

Explanations for changes in payroll amounts:

January 2019 thru December 2019 - We encountered a high amount of turnover, which resulted in a high number of staff.

January 2020 thru December 2020 - The pandemic required us to increase the number of staff in order to work in smaller and more isolated groups with participants.

January 2021 - December 2021 - Payroll increased due to market rate adjustments for administrative roles in May 2021, to help with staff retention.

YTD (January 2022 - August 19 2022) - Several retention initiatives were implemented in 2022 to reduce turnover including: 1) across the board 3% adjustment for inflation; 2) increase of entry level wage; and 3) adjustment for wage compression in non-entry level positions.