

Personnel Committee of HRDC, IX

Date: 02/19/2025

Location: Virtual

Committee members present: Amy Stix, Penelope Pierce

Committee members excused: Billie Warford, Jessica Willmarth

Staff present: Heather Grenier, Krista Dicomitis

Call to order: Penelope Pierce called the meeting to order at 2:04 p.m.

Opening Public Comment:

Penelope Pierce requested opening public comment. No public comment was made.

Agenda:

1. Previous meeting minute approval

The previous meeting minutes from January 15th, 2025 were reviewed. There were no edits requested. Amy Stix moved to approve the meeting minutes. Penelope Pierce seconded. All members voted in favor to approve the minutes.

2. CEO Evaluation SOP

General discussion was held around how to ensure open-ended evaluation responses from each board member and a potential for alternating deeper evaluations each year. It was noted that the Board Chair is now taking over this process.

3. Public Committee Engagement Discussion

It was discussed that while these ideas were mentioned at the last board meeting, more time will need to be set aside for discussion around putting this into practice. Bylaws will also need to be reviewed to ensure there are no restrictions on committee placement. It was recommended that this could also be a standing agenda item for all committees moving forward.

4. Staff Engagement Survey progress report

Krista Dicomitis provided an overview of the Staff Survey presentation shared in August and the process of collecting staff feedback. An update on the current progress of the 4 emerging themes regarding salary and benefits, safety, workload reduction and communication was provided. It was shared that the next cycle of surveying will be completed this coming June, per the updated staff engagement cycle. The Staff Resiliency Committee will be working on metrics for what responses will require action year to year.

Executive Session: No executive session was held. The meeting was adjourned at 2:36 p.m.

The next meeting will be held on April 16th, 2025.