

ECLC Work Force Committee

Minutes

April 24, 2019

12:00 p.m.

Members Present

<input checked="" type="checkbox"/> Jessica Mitchell-Board	<input type="checkbox"/> -Board
<input type="checkbox"/> Jessica Homolka -Member	<input checked="" type="checkbox"/> -Meghan Goding-Guest
<input checked="" type="checkbox"/> Lindsey Hlad-Director	<input type="checkbox"/> Teresa Pearson-Consultant
	<input checked="" type="checkbox"/> Roger Pearson, Consultant

Discussion

- Introductions
 - Name, skills/talents, Human Resource experience, Organization experience, other
 - Jessica Mitchell: 12 years at Good Sam in HR/Staff Development, Business Office Experience at ECMC, BS in Business, minor in Accounting
 - Meghan Goding: no experience in HR, employed at ECLC 1.5 years, Child Care experience in Salina 1.5 years.
 - Lindsey Hlad: 6.5 years experience at ECLC Director 1 month, limited HR experience, Assistant Teacher and Tutor at SWU and BCCC.
 - Roger Pearson: Consultant, 33 years CEO & leadership positions in 4 rural hospitals, Project management and systems thinking experience, trainer in personnel management.
 - Who else should be on this committee?
 - HR Directors at ECMC, ECF, ECLC employee? other?
- Review/Discuss Committee Purpose, Role, Skills, Tasks Document
- Identify and Prioritize Work Force System components (Low score=High Priority)
 - Performance Management-**17** (6, 6, 5)
 - Staff Development, Recruitment and Retention-**6** (1, 2, 3)
 - Behavior Standards and Values-**4** (2, 1, 1)
 - Employee Engagement-**16** (5, 5, 5)
 - Wage and Salary Administration-**9** (3, 4, 2)
 - Environmental Safety-**21** (7, 7, 7)
 - Effective Communications-**11** (4, 3, 4)
- **Recommendations to the Board**
 - **Identify and approve 3 principle organizational Values**
 - **Approve prioritization of Workforce System Components**
 - **Determine if regular staff member can be included as a committee member**
 - **Change by laws committee name from Personnel Committee to Workforce Committee**

Next Meeting: May 22 (4th Wed.) 12:00 Noon

