

Personnel committee

July 16, 2024

In attendance: Diana Crosswhite, chair, Donna Gilles, Bolor Amarsanaa, Tom Walk

Absent with notice: Sean Campbell, Tina Stelling. Absent: Gavriel Legynd

Diana called the meeting to order at 12:00

Colleen gave an update on union negotiations. We are discussing the process for layoffs and setting a date to begin full negotiations.

The committee reviewed proposed changes to the personnel manual regarding discipline, which includes rearranging the sections to have a more logical flow and to make clear that using your position in the agency for personal gain or violating the code of conduct would be disciplinary actions. The committee approved the changes.

The Committee discussed how to best present information to the Board to understand the recommendation for a two-year phase in of the salary survey that was completed in January 2024. Basically, we will provide the history and reasoning behind the new salary study, and will give the broad implications of a two year phase in, compared to one year or three years. If any board member needs additional detail, we will invite them to the personnel next personnel committee meeting or Diana and Colleen can have a separate meeting with the Board member.

Colleen reported that she is seeking legal advice from dLCV's counsel about options for severance and retirement packages, and to inquire whether we may legally require an employee who is 65 to go on Medicare as compared to agency health insurance.

Next meeting will be on Tuesday, August 20.

The meeting adjourned at 12:38