



**AGENDA FOR A HUMAN RESOURCES COMMITTEE
MEETING SCHEDULED WEDNESDAY, April 24, 2024, immediately
following the Regular Board of Directors' Meeting**

Committee Members: Directors Burbage (Chair), Henderson, and Taylor

Members of the public may listen to the meeting by calling
(888) 398-2342 Access Code: 5608731 [Public – Listening Only].

CALL TO ORDER AND INVOCATION

ROLL CALL

APPROVAL OF AGENDA

APPROVAL OF MINUTES

1. Request Committee **to approve** minutes of the following:
 - 1.1 Human Resources Committee Meeting held December 6, 2023
 - 1.2 Human Resources Committee Meeting held February 21, 2024.

REPORTS OF OFFICERS

- A. Committee Chair
- B. Committee Members
- C. General Manager/Assistant General Manager(s)
 - Request Committee **to hear** a Hiring Activity update.
 - Request Committee **to hear** an update on the Talent Acquisition and Retention Plan.
 - Request Committee **to hear** a report on updating the Salary Administration Plan.
 - Request Committee **to hear** a presentation on Succession Planning.

UNFINISHED BUSINESS

- NONE

NEW BUSINESS

2. Request Committee **to recommend** to the Board **to approve** an amended Grade I and Grade IV Certification Incentive Plan.
3. Request Committee **to recommend** to the Board **to approve** a one-year agreement with Excelsior Staffing, effective June 1, 2024 through May 31, 2025, to provide recruiting services to assist with staffing positions as needed; and **to authorize** the General Manager and/or the Assistant General Manager to execute the agreement.
4. Request Committee **to recommend** to the Board **to approve** changes to Section 5.2 (Corrective Action, Progressive Discipline and Appeals) and Section 5.8 (Performance Appraisal) in the Employee Handbook and make corresponding changes in Section 5020 (Corrective Action, Progressive Discipline and Appeals) and Section 5080 (Performance Appraisal) in the HR Management Guide.

ADJOURNMENT