

2020 Human Resources Committee Agenda

October 8, 12 pm – 1 pm

<https://zoom.us/j/94715229805?pwd=eHB5KzVEL0pXSW1IS3dhOVFJWE9pZz09>

Co-Chairs: Elena Marcuss and Shawn Talley

Members: Elizabeth Drigotas, Steve Metzger, Warren White

Staff: Rachelle Adams, Keiren Havens, Kevin Lindamood, Eddie Martin, Jr.



I. Overview of Current Status

- A. Financials: Holding steady; Telephonic visits through January 2020
- B. 2020 Performance Evaluation Process: 9/8-10/12
- C. REI Update: Board Sub-Committee in place, Staff Committee nominations closed 10/7; Organizational Assessment Consultants Reviewed 10/7
- D. October: Re-launching of limited hours at West Baltimore and Baltimore County; dental services at Fallsway; limited client transport
- E. Update: Employee and Essential On-Site Status
 - i. 10 ADA in process
 - ii. 9 FML in process

II. Compensation

- A. Salary Administration Guide drafted (to be distributed)
- B. Pay transparency (next discussion)

III. Discussion: Racial Equity & Inclusion and Human Resources Metrics

- A. HR focus for consideration:
 - i. Hiring, retaining, developing and promoting diverse employees
 - ii. Creating and maintaining an inclusive culture
- B. Analytics for consideration, disaggregated by race/ethnicity:
 - i. Promotion and Transfer rates general and by department*
 - ii. Retention rates general and by department*
 - iii. Turnover percentage (incl. involuntary & voluntary)
 - iv. Workforce demographics in relation to *external* factors:
 - a. community
 - b. clients
 - v. Workforce demographics in relation to *internal* factors:
 - a. department*
 - b. pay/salary range
- C. Analytics transparency with staff

D. Employee survey questions for inclusion (org assessment guidance)

** Or job family*

IV. 2021 Nominations Process Now Open (10/31)

A. [Tamla Olivier](#), BGE

B. [Regina Curry](#), Franklin Templeton

C. Other: CHRA Board and committee members

V. Scheduling next meeting