

## HR CAP Meeting Notes 1/30/2024

Members present- Sherry Brill- Chartiers Center- Committee Chair, Doug Clewett- Easter Seals, Alana Delaney- Family Resources, Willette Walker- Mainstay Life Services, Lauren Wright- Children's Institute and Kayla Miller- Pressley Ridge

- 1) Insurance Renewal - Discussed insurance renewal, only one or two agencies were a 1/1 renewal. Based on the renewal, some major changes had to be made to plans and employee contributions. The group discussed ICHRA again being a possibility, a few agencies have looked into it, but no one has opted to go with ICHRA. As a communication strategy, one agency developed a Healthcare Committee. The committee was comprised of all levels of the organization and developed a communication strategy to prepare them for potential upcoming changes (costs, plan changes). As some of us are getting closer to Insurance Renewal time this is a good strategy to consider.
- 2) Exit Interviews- the group discussed different ways exit interviews are being completed at their organization. Some do via phone, in-person, survey, and some do a combination. One agency said they use a checklist that they send to departing employees, which is a "guide sheet" for the exiting employee. Of those who do the exit interviews electronically, one agency said they utilize their payroll system to generate the survey to complete and others use survey monkey and send the survey link to the exiting employee. Additionally, there is an exit checklist that is given to the supervisor to ensure everything is completed. (gathering of agency property, passwords, etc.) Overall, the average completion rate of exit interviews is 40-50%. Some suggest sending a survey after giving the opportunity to do it in person as they may share more information and/or need more time to think.
- 3) Talent Assessments for New Hires- the group discussed talent profiling and matching correctly to positions. One agency uses Talent plus which is software that they have all candidates complete an assessment through and once the assessment is complete, it produces a Talent Card. They have different assessments for different positions (i.e. clinical//executive//front line program staff//administrative staff).
- 4) Affirmative Action Plans- the group discussed the supreme court's ruling last year that remove affirmative action from admission programs and if that may trickle down to employers. Based on government and county contracts it seems as though Affirmative Action Plans will continue, at least at this point.

**Next meeting is Tuesday February 27<sup>th</sup>, 2024, at 1pm**