

HR CAP Meeting Notes 3/26/2024

Members present- Sherry Brill- Chartiers Center- Committee Chair, Doug Clewett- Easter Seals, Judy Muller- Transitional Services, Kayla Miller- Pressley Ridge

- 1) **Crisis Intervention Training/Staff Safety**- As a follow-up to our meeting from last month, we were discussing additional options for Crisis Intervention and Staff Safety. I mentioned that this topic was discussed at the General CAP meeting in March. Casey Monaghan, Director of Facilities and Safety Office from Devereux spoke about Safety procedures in place at Devereux. He said he would be willing to offer his recommendations/training to other organizations. The HR CAP group discussed inviting Casey to come to one of the upcoming HR meetings to discuss what services he could provide.
- 2) **FLSA Proposed Salary Increase**- Sept 8th, 2023, the US department of Labor (DOL) issues a proposed rule that would increase the salary threshold for the FLSA white-collar exemption from overtime pay. The group discussed how this would impact our workforce. Much of the group said they would not be able to make the salary threshold so would be forced to transition those workers to hourly instead of salary workers. This could cause many staff issues and have a significant impact on the workforce. The final rule is set to be announced in April of 2024.
- 3) **Health Insurance Renewals**- agencies with July renewals are still anxiously awaiting to hear about their annual renewals. Agencies have started to brainstorm ways to mitigate the expected increase in costs. Some have created different structures like creating a Spending Account that is Employer funded that helps pay a portion of the deductible. July renewals are preparing for the renewals to start coming back the first or second week of April.
- 4) **Discussion about Supervision Hours for Clinical Licensure**- The group discussed how agencies handle the clinical Supervision hours for licensure. The consensus was two years for the amount of time employers require employees to stay after they receive their license. Some agencies require employees to sign an agreement with a requirement to repay the employer at a set amount per hour for Clinical Supervision hours if they do not stay for the required time after they receive their license. Some agencies have a verbal agreement with the understanding that employees are to stay for two years after they receive their license, however they do not go after them to pay back the set amount per hour for the Clinical Supervision Hours.

Next meeting is Tuesday April 30th, 2024, at 1pm