

## Human Resources Committee Meeting

Wednesday, January 11, 2023 • 10:00 am – 12:00 pm  
Webcast Only

*Webcast instructions will be sent 24 hours prior to the meeting.*

- I. Welcome & Introductions**
- II. RCPA Legislative Update**  
*Jack Phillips, Director, Government Affairs*
- III. RCPA Updates**  
*Richard S. Edley, PhD, President/CEO*  
*Jim Sharp, Director of Mental Health Services, BH Division*
  - a. January 26 Webinar: "HR Lessons of Ted Lasso," presented by Michael Cohen
  - b. Compensation Study
  - c. DEI Updates
  - d. Member Benefits
- IV. RCPA Website — HR Forum Topic Items for Discussion**
  - a. Access Services: FMLA Questions
    1. How does your company handle paternity leave?
    2. Is anyone handling both the mother and the father (partner) the same when using their time?
    3. Does anyone have a maternity/paternity leave program outside of FMLA?
  - b. Annual Performance Reviews
    1. Do the performance reviews tie into annual increases?
    2. Are performance reviews done on a person's anniversary date, or are they done at the same time agency-wide?
    3. Do you have different types of performance reviews based on positions, or is it one size fits all? If you have KPIs, how do you incorporate them into the PR?
    4. What's working or not working with your current process?
    5. Would you be willing to share examples?
- V. Open Discussion**

**Next Meeting: Wednesday, April 12, 2023, at 10:00 am**