

Human Resources Committee Meeting

Wednesday, November 8, 2023 • 10:00 am

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**
Jim Sharp, Director of Mental Health Services, BH Division
 - A. DEI Updates
Cathy Barrick, IDD Policy Analyst
 - A. November 30: Federal Wage, Hour Compliance, and Vocational Facilities Training
 - B. RCPA Annual Conference Update
 - C. Staff Credentialing Plans for Residential Providers
- IV. HR Topic Items for Discussion**
 - A. Discussion From OT Proposal Webinar
 - B. Where are you getting your current HR information from?
 - C. Poll — Virtual vs. onsite with afternoon training?
 - D. **Revisit August Topics With Larger Group**
 1. 4-Day Work Week Schedule
 - a. Do any providers operate/offer a 4-day work week schedule to employees?
 - b. If so, how do you administer this benefit/schedule?
 - c. Is it only offered to Managers/Directors/Supervisors and above, or is it offered to DSPs as well?
 2. Employees Acting as Volunteers
 - a. Are there policy samples to share regarding employees acting as volunteers for events, activities, or committees internally?
 3. Suggestions for In-Person Leadership/Supervisory Trainings to Assist Employees Transitioning Into Management Positions
 4. Updates on the Act 76 That Was Passed
 - a. Will there be a bulletin from OMHSAS?
 5. Benefits Changes: Any updated benefits changes or offerings?
 - a. Benefits Approach: Fully Insured to Self-Insured or Captive
 - b. Paid Parental Leave
 - c. STD or LTD
 - d. PTO
 6. Future HR Committee Training Topics
- V. Open Discussion**
- VI. Meeting Dates for 2024**
 - A. January 17
 - B. April 17
 - C. August 7
 - D. November 6

Next Meeting: Wednesday, January 17, 2024, at 10:00 am