



Personnel Committee Meeting

January 16, 2025 4:30 p.m.

Virtual Meeting

Attendance: Bob Buermann, Mike Curtis, Catherine Dimitruk

1. Additions or changes to the agenda

There were no additions to the agenda.

2. Personnel Policy Changes

The committee reviewed proposed changes to the policy including:

- Allowing us to post in-house for any vacancies instead of always posting broadly.
- Pro-rating maximum Personnel Account Time (PAT) accumulation for part time employees.
- Allowing the Executive Director to approve temporary exceedance of maximum PAT accumulation.
- Starting with an initial PAT allocation 30 days after hire.
- Allowing for NRPC to start with a higher PAT accumulation for people who have significant experience outside of NRPC.
- Clarifying that regular, part-time employees (more than 24 hours) are eligible for paid medical/family leave. conducted interviews of candidates for the position.

The Committee discussed the potential cost of the items, and the potential opportunity cost of not making the changes. The Committee recommended the changes to the Executive Committee for review.

3. Employee Recognition

The committee discussed a structure for employee recognition at milestones. The committee will review a proposed structure at the next meeting.

4. Commissioner and Staff Announcements, Public Comment

C. Dimitruk reported that Maddie Yandow has let us know unfortunately she will not be able to increase her hours as she had hoped and will be leaving NRPC after wrapping up a final project.

There being no further business the meeting adjourned at 5:15 p.m.