



MEETING NOTICE & AGENDA

Human Resource Committee

Tuesday May 17, 2022

1730 W. North Avenue

Milwaukee, WI 53205

Noon

Virtual Meeting

If you are unable to attend this meeting, please call Abra Fortson at 414-906-2720.

*NOTICE is hereby given that the Committee may convene in closed session to consider item (s) above pursuant to Section 19.85 (1) (c), (e), (f), and (g) Wisconsin statutes, and may reconvene in open session to take action on items discussed.

This meeting was
Posted with Less Than 24 Hours' Notice



***Human Resource Committee
May 17, 2022
SDC – 1730 W. North Avenue
Virtual Meeting
Milwaukee, WI 53205
Noon***

AGENDA

1. Call to Order Committee Chair, Alfred Komolafe
 2. Roll Call
 3. Compliance with Open Meeting Law
 4. Adoption of Tuesday May 17, 2022 Agenda Action
 5. Approval of March 10, 2022 meeting minutes Action
 6. Closed Session:

 Compensation & Benefits Action
- *NOTICE is hereby given that the Committee may convene in closed session to consider item (s) above pursuant to Section 19.85 (1) (c), (e), (f), and (g) Wisconsin statutes, and may reconvene in open session to act on items discussed.
7. Old Business Information
 8. New Business Information
 9. Adjourn Action

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Social Development Commission
Pathways from poverty to success

Human Resource Committee

Meeting Minutes

March 10, 2022

5:30p – Virtual

Committee Members:

Chairman Alfred Komolafe, Dr. Chia Y. Vang , Dr. Valencia Brown, Carlilsa Harris & John Jacobs

1. CALL TO ORDER

Alfred Komolafe called the meeting to order at 1:03pm

2. Roll Call

Members Present:

Alfred Komolafe

Dr. Chia Y.Vang

John Jacobs

Committee Members Excused:

Dr. Valencia Brown

Carlisa Harris

Members Absent:

None

Board Members Present:

Board Chairman, Elmer Moore Jr.

3. Compliance with Open Meetings Law

It was confirmed by Abra Fortson, that the meeting complied with Wisconsin Open Meetings Law.

4. Adoption of the Monday March 10, 2022 Meeting Agenda

A motion was made by Dr. Chia Vang. to approve the March 10, 2022 meeting minutes. The motion was second by John Jacobs . The motion carried.

5. **Approval of the November 18, 2021 Meeting Minutes**

Dr. Chia Vang made the motion to approve the meeting minutes from November 18, 2021. The motion was second by John Jacobs The motion carried.

6. Compensation & Benefits

Pamela Johnson also reviewed the Executive Summary from the SDC Employee Engagement Survey from last fall:

2021 Employee Engagement Survey Results

Executive Summary:

- Engagement vs. Satisfaction
 - **Engaged** employees are motivated to show **up** to work every day and do everything within their power to help their organization succeed.
 - Employee **Satisfaction** is the state of an employee enjoying their job (motivated by salary or benefits) — but not necessarily being engaged with it.
- Survey was completed 3rd quarter 2021
- Total of 100 people participated
 - 71 Individual Contributors / 29 Management
 - 75 represented program services / 25 represented administration
 - 84% completion rate (average completion rate is around 50%)
- Overall, the majority of question responses were favorable
 - Many responses with a central tendency or neutral answer
 - Trust and Communication need work
 - Total compensation package communication needs to be improved
 - Organizational culture and relationship between employees and management need work

Q13 I am determined to give my best effort at work each day.

Individual Contributor 93%

Management 97 %

Q20 Employees in my organization willingly accept change.

Individual Contributor 47%

Management 50%

Q21 I am satisfied with my overall compensation.

Individual Contributor 41%

Management 50%

Q22 I am compensated relative to my local market.

Individual Contributor 43%
Management 43%

Q23 Communication between leaders and employees is good in my organization.

Individual Contributor 45%
Management 57%

Q26 My supervisor and I have a good working relationship.

Individual Contributor 79%
Management 90%

Q28 Management and employees trust each other.

Individual Contributor 37%
Management 61%

Q30 I am satisfied with my total benefits package.

Individual Contributor 60%
Management 75%

Q31 I am satisfied with the healthcare related benefits offered by my organization.

Individual Contributor 72%
Management 71%

Q32 I am satisfied with the amount of paid leave (PTO) offered by my organization.

Individual Contributor 44%
Management 71%

Q37 My organization's work positively impacts people's lives.

Individual Contributor 93%
Management 97%

Q40, I understand how my work impacts the organization's business goals.

Individual Contributor 87%
Management 92%

Q42 I am satisfied with the culture of my workplace.

Individual Contributor 73%
Management 57%

Benefits :

Ms. Johnson also asked for approval for the following benefit adjustments for 2022:

1. 2% Cost of Living/Retention pay increase for all employees hired prior to 3/1/2022. Overall payroll impact = \$137,813. Since the change will be implemented on 3/31/2022, cost for 2022 will be \$109,000.
2. SDC will cover the cost of Dental and Vision insurance.
 - a. Dental current bill average is \$5,500. Increase will not exceed \$12,000
 - b. Vision current bill average is \$1,000. Increase will not exceed \$2,500

Dr. Chia Vang said the information rings a bell and that 2% seems so minimum but has an enormous impact for employees and is also pleased that health insurance is a benefit that can be offered.

Ms. Johnson, she said that SDC is very generous on the health care side especially related to catastrophic events once the deductible is met is a huge benefit.

John Jacobs made the motion to accept all benefit changes and information provided to the HR Committee for approval. The motion was seconded by Dr. Chia Vang. The motion carried.

7. **Old Business – None**

8. **New Business**

9. **Announcements – None**

10. **Adjournment**

11. The meeting adjourned at 12:40p

Meeting minutes respectfully submitted by Abra Fortson