

SBCA HR Committee Charter

PURPOSE:

The purpose of the SBCA HR Committee is to act in an advisory capacity to the SBCA Board on matters pertaining to employee compensation, benefits, and performance evaluations. The SBCA HR Committee also acts in an advisory capacity to the SBCA Board on behavior issues of Members.

RESPONSIBILITIES:

1. Act as the oversight committee for staff performance evaluations.
2. Make recommendations to the Board on matters of compensation/rate changes affiliated with merit increase, performance bonuses, and market rate adjustments (to ensure the SBCA is competitive in its local industry market for benefits and rate of pay).
3. Review and make recommendations as appropriate for employee benefit package.
4. Work with the SBCA General Manager to review annual renewal of health care coverage options and make recommendation to the SBCA Board on Committee's choice for partnership to provide medical insurance to eligible staff.
5. Develop and oversee a process for employee/member compliments, comments, and concerns.
6. Recommend appropriate responses for SBCA Member and employee behavioral issues.
7. Make recommendations to the SBCA Board on matters involving changes to the organizational staffing model.

Approved, **SBCA** Board of Directors:

FEBRUARY 10, 2022, at SBCA BOD meeting.
