

WACOSA Board HR Committee Meeting – Minutes

Date: August 20, 2024 **Time:** 1:00p – 2:00p **Location:** WACOSA Board Room
Attendees: Ron Brandenburg, Sandie Westergren, Nancy Betts, & Lynette Nicholson

Absent: Lindsey Rennie, Herb Trenz,

1. Work Comp Update
 - a. Mod Rating was the same of .69. There have not been as many large medical claims in the previous 3 years and continue to educate staff on safety habits throughout the year.
2. Mid-Year Benefits Review
 - a. We met with our Broker USI to discuss benefit renewal for 2025 year.
3. Staffing Update
 - a. See HR Dashboard Below
4. Recruiting Plans
 - a. We also discussed applicant pool options including upcoming job fairs, employee referrals.
5. KPI Discussion
 - a. Employee Safety Indicator/Workers Compensation Modifier
 1. Reduced Mod from .69 to .65
 - ii. New Goal: Maintain mod rating below .69
 - b. Employee Engagement Indicator
 - i. Goal: Increase employee participation in annual employee survey from 41% to 60%
 1. Current Employee Engagement Survey has not been completed, so this is an outstanding goal to be completed.
 - c. Employee Turnover
 - i. Goal: Improve staff stability by reducing DSP staff turnover by 2% and total staff turnover by 2%
 1. Staff turnover has remained steady from this time last year to current. Will continue to monitor and look at retention methods to reduce staff turnover
 - ii. Goal: Improve Time to fill time
 1. Currently at 4 days to offer and 10 days from offer to start.
 - d. Enhanced Employee Compensation and Benefits
 - i. Goal: Maintain and increase Employee Satisfaction rates with NICE program.
 1. Continue to be a top utilizer of NICE healthcare. Added NICE at no cost for All Full-Time and Part-Time staff with On-Call/Sub staff the option to join as well

- ii. New Goal: Maintain current utilization of NICE Healthcare and remain a top utilizer across all companies served by NICE.

6. HR Updates as needed

- a. Lynette reviewed current HR projects and upcoming laws that will impact WACOSA. More updates to come in the coming quarters.

HR Dashboard

As of: 08/20/2024

Current Employee Information

Number of Vacancies:	6
Number of New Hires: (2024)	22
Days of Hire: (From date offered to date offered)	4
Days to Start: (From date offered to schedule start date)	10

Total employees: 130	Full Time: 102
Part Time: 8	On- Call/ Sub: 20

Turnover Statistics

Number of Terminations: 10	Number Of Involuntary: 2 Number of Voluntary: 8 Number of Uncontrollable
Number of Terms within 1st year: 10	Average Length of Tenure: 3.5 mo. Turnover % of New Hire: 48%
Yearly Turnover% (2024) 19.75%	Top reason People Leave: No Call/No Show Other Job(More \$) Sub-No hours

Workers Comp Mod Rating: 1.0-->.69
Employee Satisfaction Survey Participation

Current Participation (%)	N/A
Previous Participation (%)	56%