

OPERATIONS AND HUMAN RESOURCES MANDATE 2024-2025

1. Conduct semi-annual and annual evaluation of General Manager and goals and objectives.
2. Make recommendations to the Board regarding human resource issues.
3. Act on any personnel items referred to it by the Board for further study of consideration.
4. Ensure that personnel policies and procedures are in place.
5. Review the General Managers succession plan especially for employees that are approaching and/or considering retirement. This includes making sure replacements have the proper training to be successful in their new position.
6. Review any proposed new or revised job descriptions.
7. Work with the General Manager to create an orderly transition plan for his own retirement, whenever that may occur.
8. Plan a contract review and/or extension of current contract as appropriate.

The General Manager has direct responsibility for employee relations and all day-to-day operating activities. All employee communications, other than information sharing shall take place through the office of the General Manager.

Chair: Jim Harrison, President

Members: Phil Graham, VP Administration; Mitch Krach, General Manager