Employee Retention Meeting – March 21, 2019

Attending: Mary Kay Bernosky Jasmine Suarez Danielle Reardon

Beth Garrigan Nina Bohn Susan Fromm (by phone)

Jan Cremer

Mary Kay commented that she is getting a lot of new hires complaining that the cost that they pay in health insurance is much more than they were told at the time of hire. Danielle showed the chart that she is using to the committee and all agreed that it was quite clear. Danielle will place a little more emphasis on the costs so new hires are clear.

Jasmine presented the Paylocity reports that she ran for this year to date. New to the report is a breakdown of employees by generation which proved to be quite interesting. Nina has a chart of employee expectations by generation and will send to the group.

In 2019 we have had 5 terminations; 4 voluntary and 1 involuntary. Mary Kay noted that a lot of the part time turnover is due to employees staying just long enough to get an immediate need met and then they leave…and sometimes return at a later date. Burnout is also an issue, although we try to meet that head on by having a generous PTO policy, and encouraging self-care. We are still having a challenge showing inter department transfers on the turnover report.

The Counseling Department is showing a 200% turnover due to transfers to other departments and new hires. Legal Department has increased quite a bit with the addition of Macy as SART Coordinator and the move of Oumar (CAC) from Counseling to Legal. Administration will explode with the addition to the three MAPP Coordinators. They will report to Beth since they are providing direct service. A ½ position has been added to Education and Outreach with the addition of Jo’e Simons to work with the LGBT community. In addition, Natasha had been promoted to Primary Prevention Specialist and she will be responsible for prevention programming in businesses, schools, human service agencies etc. We are starting with Antietam School District and will work to be embedded in their elementary and middle school curriculum.

The main complaint being heard lately from staff centers around space being taken away with the addition of more work stations. Jan also commented that having the front desk computer internet restricted makes doing work difficult since she relies a great deal on the internet. At this time Safety Net is not available at the Front Desk. Jasmine has been working on this and apparently it is available for some staff, but not all.

Jan will do a doodle poll for a June meeting date.

The meeting was adjourned at 9:10 am.

Respectfully submitted,

Jan Cremer

Executive Assistant