

MINUTES

Personnel Committee Meeting
3/3/2025
1:00 p.m.



Attendees: Martina McDowell, Erin Gillespie, Kevin Vaughn, Cindy Lavoie, Shelly Bell, Princess Ousley, Quincee Messersmith - CLEO

Not Present: Amber Tynan, Beth Cicchetti

Board Staff: Matt Salera, Charlotte Brown

Guest: Blithe Woodham

Recording: Matt Salera

Welcome – Kevin Vaughn

Meeting called to order @ 1:00pm.

Blithe reviewed the behavioral assessments that her company, Omnia Group, offers. She reviewed the different assessments that could be utilized for selecting new hire and employee development that can assess someone's leadership style. Blithe recommended that assessment results should make up about 20-25% of an organization's overall hiring decision. Blithe also reviewed behavioral, cognitive, grammar scoring and discussed the difference between the automated and custom assessment tools.

- **Meeting Minutes Approval – February 24, 2025 - Action Item I**

Motion made by Quincee. Seconded by Princess. All in favor.

CEO Search & Recruitment Process – Discussion Item

- CSCR CEO Job Posting –
 - Charlotte reviewed the updates to the job posting document. She then reviewed the recruitment & selection process document and the changes that were made and asked the committee to review and make any other changes that they deem necessary prior to the next meeting. She then reviewed the recruitment timeline document.

Meeting adjourned 1:55.