

**Proposal to Permanent Board From the
Coordinating and Advisory Committee
February 15, 2020**

Proposal to Permanent Board to name an ad hoc committee to make recommendations on the structure of the Personnel Committee.

(Purpose) The Coordinating and Advisory Committee recommends that Permanent Board appoint an ad hoc committee to develop recommendations on what structure is needed for support of personnel issues.

(Background) In the spring of 2019, a small group volunteered to update the Personnel Policy Manual. The group consisted of the Clerk of the Personnel Committee, Yearly Meeting Secretary, the Yearly Meeting Secretary's supervisor (all current members of Personnel), and the former clerk of the Personnel Committee (who had brought the current Personnel Policy Manual to Permanent Board for approval in 2016).

It quickly became clear to this group that the Personnel Policy Manual needed to be fully rewritten, not just updated. Much of the language in the 2016 version came from the time when the Personnel Committee had more of an approval function than it does now. In the past six years, the Yearly Meeting Secretary has been asked to assume many of the duties once done by the Personnel Committee.

The Coordinating and Advisory Committee proposes that an ad hoc committee be appointed to determine:

- What form of support and oversight the Permanent Board needs to assure it that NEYM is treating our employees with the respect and fairness that they deserve;
- How the Yearly Meeting Secretary can best get knowledgeable support for complex personnel issues; and
- What mechanism should the Yearly Meeting use to reach and maintain an appropriate compensation level for the Yearly Meeting Secretary.

Dulany Bennet, Clerk of the Personnel Committee, Noah Merrill, Yearly Meeting Secretary, Elizabeth Reuthe, the Yearly Meeting Secretary's supervisor, and Robert Murray, former clerk of the Personnel Committee, have offered to serve on this ad hoc committee, should this recommendation be approved.

(Action) The Coordinating and Advisory Committee recommends to the Permanent Board to formally appoint a small ad hoc committee to study and then propose revised purposes

and procedures for the Personnel Committee, and to then rewrite the Personnel Policy Manual so that it is consistent with the current supervisory structure of the Yearly Meeting.

Robert Murray, on behalf of the Coordinating and Advisory Committee

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