Minutes

# HBAC Work Session Minutes

September 30, 2019

The meeting was called to order by Valerie Cohen at 5:30pm at 2323 Grand Ave.

## In attendance: Cathy McKay, Katie Northness, Tanya Stark, Vicki Bonnett, Kathleen Wells, Doug Smith Pam Bemis, Cyndi Bernhardt, Debbie Allen, Valerie Cohen, Joe Judge, Melissa Speed, Blake Hammond, Rossi Frith, Jill Burnett-Requist and Josh Brown

## Discussion on what topics to deep dive into for 2019-20

.

## Conducted SWOT Analysis (Strengths, Weaknesses, Opportunities and Threats)

|  |  |
| --- | --- |
| Strengths  Large HR Department  One of the stronger benefits packages in state  Dedicated committee/utilization  We have ear of Chiefs/Cabinet/School Board  We have a wellness program/investment into employees | Opportunities  Stress reduction  Time to delve in (proactive, not reactive)  Wellness Champions education/study  Time to study ROI for our program  Opportunity to expand if ROI (money & morale)  Time (data)  Reminded to work together  3+/- years stress analysis on few sites (revisit)  % of completion data |
| Weaknesses  Funding  Gather site specific success/failure data  Communications  Different departmental needs/set-up  Revisit Wellness Champions descriptions  Data by location/unit unavailable  Wellbeing (Career, Financial, Social, Physical and Community | Threats  Too much change=loss to suburbs  Stress levels  Lawsuit (spouses, etc.)  Ongoing decreased funding  Division (representation/packages)  Finances of Biometric |

## Next Meeting

Monday, November 11, 2019   
5:30-6:30pm  
DMEA Office located at 206 Center Street, Des Moines, IA