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

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

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| StrengthsLarge HR DepartmentOne of the stronger benefits packages in stateDedicated committee/utilizationWe have ear of Chiefs/Cabinet/School BoardWe have a wellness program/investment into employees | OpportunitiesStress reductionTime to delve in (proactive, not reactive)Wellness Champions education/studyTime to study ROI for our program Opportunity to expand if ROI (money & morale)Time (data)Reminded to work together3+/- years stress analysis on few sites (revisit) % of completion data |
| WeaknessesFundingGather site specific success/failure dataCommunicationsDifferent departmental needs/set-upRevisit Wellness Champions descriptionsData by location/unit unavailableWellbeing (Career, Financial, Social, Physical and Community | ThreatsToo much change=loss to suburbsStress levelsLawsuit (spouses, etc.)Ongoing decreased fundingDivision (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