

Commission on Personnel Report to Convention, 2017

In this year, we welcomed three new members: Robin Peterson and Anita Gross, both of whom have strong professional backgrounds in Human Resource Management, and Leanne Damborg, our new lay church professional representative.

We added language to the statement of policy on health insurance to clarify employer contributions to HSA/CDHP (the combined Health Savings Account/Client-Directed Health Plan) accounts.

After passing a new Family Leave resolution in 2016, we decided to let it work for a year and evaluate the results in 2018.

We recommended a Cost of Living Adjustment of 3%, based on the standard formula of the June to June adjustment in the Consumer Price Index in the Seattle-Tacoma-Bremerton area.

We reviewed the first third of the Diocesan Personnel Manual. (Dede Moore, Canon for Governance & Human Resources, had the suggestion; we agreed that we should review a portion of the manual every year, instead of saving all of the review work to do all at once every three years.)

Also, we started the project of collecting congregation personnel manuals to use as examples for congregations to create their own. The commission plans to create a template for congregations in 2018.

Canon Marda Steedman-Sanborn began the discussion of whether congregations should pay for insurance for half-time employees (currently part-time employees are given the opportunity to purchase their own insurance through the Denominational Health Plan).

Ted Ederer, Rosemary Doupe, and the Rev. Shelly Fayette all have terms expiring this year. John Sutherland is resigning his seat because of his impending relocation out of state.

Submitted by John Sutherland, chair