

Lighthouse Youth & Family Services HR Committee Meeting Minutes November 11, 2019

A meeting of the HR committee was convened on November 11, 2019 by Chair Bob Zepf in the administrative offices of Lighthouse Youth & Family Services.

Members in attendance: Eric Abercrombie, Ken Feldmann, Bob Zepf

Lighthouse Members in attendance: Paul Haffner, Debbie Fisher, Cathy Goold, Judy Oakman

Absent: Stephen Peterson, Kevin McDonnell, Amber Simpson

Special Guests from Lang Financial: Steve McAbee, Kim Sherwood AIF®, Aaron Taylor AIF®

The minutes of the prior meeting were approved as presented. Motion by Ken Feldmann and seconded by Eric Abercrombie.

401(k) Retirement Plan Review (led by Lang Financial)

- See attached meeting summary.
- Topics discussed were:
 - Plan Statistics (including adding a Roth option)
 - Plan Demographics
 - Investment Monitoring (and Fund Review)
 - Plan Fees Benchmarking
 - Testing Evaluation
- Packets were sent after the meeting to those that were not in attendance.
- Debbie to send out voting for fund changes and Roth after the meeting.

Committee's Role and Next Meeting

- Where does the oversight of the HR function fall? This Committee? Admin Committee? Governance Committee? What is the current purpose and focus of this committee?
- Possible topics for next meeting:
 - Succession
 - Diversity
 - Compensation (including \$15/hr minimum)
 - Benefits (long-term care?)
 - Employee Engagement
- Oversight of the 401(k) plan can be pushed down to Lighthouse management going forward.
- Debbie to poll members for next meeting date.

Meeting adjourned.

Debbie Fisher