

## Motion 2103PC01 Personnel Committee

In compliance with the Pacific Swimming Bylaws passed at the October 2020 House of Delegates the Governance Committee has been working to identify the purpose and identity of the Personnel Committee. After significant deliberation the Governance Committee is recommending the following for the make up of the Personnel Committee.

The Personnel Committee should strive to include members with the following backgrounds and/or abilities.

- Members ideally will have managerial experience.
- Members ideally will have participated with Pacific Swimming on a regular basis for at least three (3) years
- Experience in facilitating goal setting and performance assessments.
- Members responsibilities will include the following:
  - Yearly evaluations of staff.
  - Resolution of staff issues to include potential issues of misconduct or other concerns that may reflect negatively on Pacific Swimming.
  - When appropriate and fiscally responsible evaluate potential staff bonus opportunities.
  - Members will serve two (2) year terms with no term limits.
- The makeup of the committee will be as follows:
  - One member from the coaching community.
  - One member will be the Program Operations Vice Chair.
  - One member should be one of the Zone chairs.
  - Athlete member of the Committee shall be the immediate past Pacific Swimming Senior Athlete Representative (Ex-Officio), if this individual continues to be a member in good standing with United States Swimming and Pacific Swimming as the individual's home LSC. The individual may represent a secondary school, college or university, wherever located, during the school season, and return to Pacific Swimming at the termination of the swimming season.
  - Should the designated Athlete Representative be unable or unwilling to participate, a replacement will be named by the General Chair with the advice and consent of, Administrative Vice Chair, Senior Athlete Representative and Junior Athlete Representative. Consent is the approval of two of the three named.
- In the event the Personnel committee has a tie on any vote the General Chair of Pacific Swimming (or designee) will break the tie.