

# CHARTER REVIEW

HR, Personnel, and Organizational Development  
Subcommittee

December 5, 2025

# **ACTION REQUESTED**

**Request the Subcommittee approve any changes to its Charter.**

## **PREVIOUS ACTION**

**A Charter was adopted by the Subcommittee at the Feb. 25 meeting.**

# CHARTER

## Purpose

The Human Resources, Personnel and Organizational Development Subcommittee provides guidance to the Executive Committee on all matters related to the Agency's human resources, personnel, performance management, staffing, and organizational structure and development.

# CHARTER

## Goals

The HR, Personnel and Organizational Development Subcommittee seeks to:

- Maintain the Agency's reputation for excellence and partnership
- Guide development of robust HR processes based on best practices
- Support staff and organizational development
- Facilitate a sustainable workplace culture of recognition and wellbeing

# CHARTER

## Functions

The Subcommittee will:

- Recommend organizational development strategies
- Establish a human resources business function at NOACA
- Advise on best practices related to the performance management process
- Develop performance management process for the Executive Director

# ACTION

Approve changes to the HRPOD Charter.



Motion  
Second  
Discussion  
Put the Question





# NOACA

Northeast Ohio Areawide Coordinating Agency

NOACA will **strengthen** regional cohesion, **preserve** existing infrastructure, and **build** a sustainable multimodal transportation system to **support** economic development and **enhance** quality of life in Northeast Ohio.