

# **THE STATE OF HUMAN RESOURCES – FIRST THREE MONTHS**

**HR, Personnel, and Organizational Development  
Subcommittee**

**December 5, 2025**

# ACTION REQUESTED

No action is requested. This item is for information and discussion.

## PREVIOUS ACTION

None

# First 3 Months' Focus

## Human Resources Foundations

- Partnership and Relationship Building
  - Executive Director & CEO, Senior Leaders, Managers, All Staff
- Human Resources Office – Regulatory Compliance, Service-Level Needs
- Policy & Procedure HB Review and Update
- FY25 Performance Evaluations & Merit Increases
- Job Descriptions Assessment
- Leadership Alignment & Training
  - Servant Leadership Accountability/Radical Candor
  - Performance Planning

# Focus: 6 -12 Months

## Momentum

- Complete Job Description Assessment
- Leading to Finalized Performance Planning
- Including Training & Development Planning and Tracking
- Finalize Performance Evaluation
- Career Pathing/Succession Planning



# 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.