

# **THE STATE OF HUMAN RESOURCES – FIRST SIX MONTHS AND BEYOND**

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

**March 27, 2026**

# ACTION REQUESTED

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

## PREVIOUS ACTION

None

# First 6 Months' Focus

## Human Resources Foundations

- Partnership/Relationship Building
  - Executive Director & CEO, Senior Leaders, Manager Leaders, All Staff
- Human Resources Office – Regulatory Compliance, Service-Level Needs
- FY25 Performance Evaluations & Merit Increases
- Leadership Alignment & Training
  - Servant Leadership
  - Accountability/Radical Candor
- Employee Engagement Committee (formerly ISP Steering)
- Employee Policy & Procedure Handbook Review and Update
- Job Descriptions Assessment
- Performance & Development Planning

# Focus: 7-12 Months

## Building Momentum and Continuing the NOACA Excellence:

- Job Description Aligned with OWP
- Clear Performance & Development Planning
- Performance Tracking & 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.