

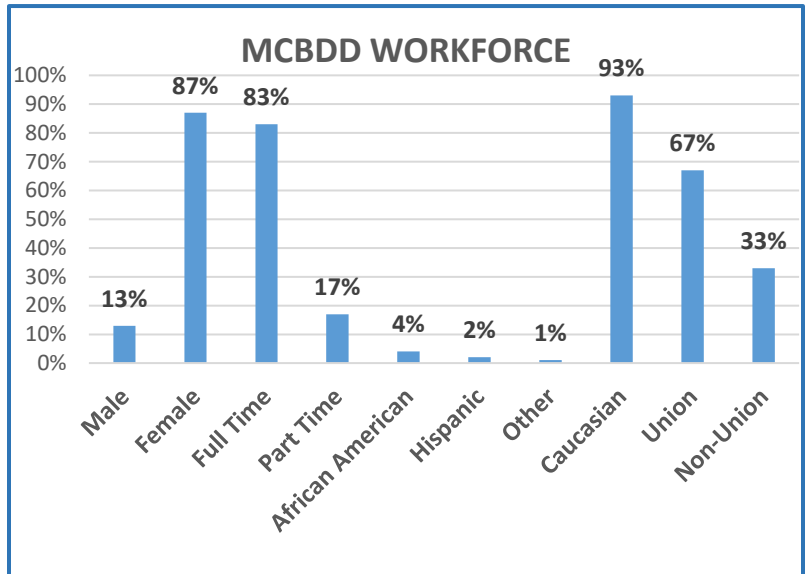
2023 HUMAN RESOURCES

Human Resources manages the employee life cycle, including recruiting, hiring, onboarding, training, performance management, administering benefits, compensation and termination. Effective human resources practices are vital to managing workforce labor, policies and ensuring legal compliance.

EMBRACING CULTURAL HUMILITY

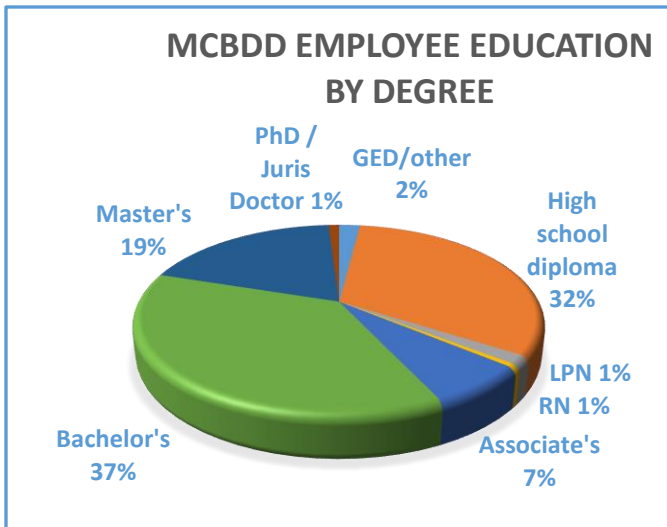
In 2023, there were 171 employees at MCBDD. The average age was 49, and the average tenure was 6.5 years.

The existing Trauma Informed Care approach was expanded to include Cultural Humility training for all staff. An Employee Relations committee was formed to promote cultural humility in the workplace. The main goal is to provide opportunities for staff to connect with each other. Another is to educate them on diversity, equity and inclusion through posters, newsletter features of diverse employees, and a monthly diversity calendar. A Family Traditions luncheon was held and tickets provided for staff and their families to attend a Phantoms Hockey game. The activities encourage staff to engage people who are different than themselves on a personal experiential level.



Recognizing that not all employees observe all Board designated holidays, a new Religious Accommodation policy was implemented. Employees may wish to substitute a holiday recognized by the Board for a holiday they observe in their culture.

SUPPORTING EMPLOYEE PROFESSIONAL GROWTH AND WELL-BEING



Human Resources (HR) stands as a general resource, in order to provide answers to most day-to-day questions, situations, or needs from our employees. A large focus is on the professional and personal well-being of our staff. Four employees were selected to transfer and six promoted to other positions within the organization in 2023. A Staff Development Specialist is dedicated to providing opportunities for personal and professional growth through education, training, and workplace experiences.

85 training classes were delivered including CPR/First Aid, Trauma Informed Care, New Hire Orientation, and a variety of mandatory trainings. Another 25 training sessions presented by others were coordinated by the Staff Development Specialist. These included Behavioral Crisis Prevention, Cultural Humility, Medicaid Billing and other various trainings.

Leaders attended S.M.A.R.T. (Specific, Measurable, Achievable, Relevant, and Time-Bound) Goal training, as well as a team building

session presented by OSU (Ohio State University) Leadership Center.

Wellness activities were coordinated for staff including a Weight Loss challenge and a Pedometer/Steps Contest. New in 2023, staff were reimbursed up to \$100.00 for Gym memberships. Other wellness perks included providing Blue Light glasses/computer screens and stand-up desks. A YOGA Lunch n Learn session was presented by an internal employee expert who is a YOGA Instructor.

To draw the big picture, Total Compensation Statements were developed and distributed to show employees how they're being paid beyond just base salary. These statements will be distributed to employees annually as they can be beneficial in terms of employee engagement, talent attraction and retention.

As we look to the future, HR will continue to deliver service excellence, champion learning and provide other opportunities for individuals to grow. We remain committed to supporting a work environment which promotes diversity, equity and inclusion, and to delivering solutions that advance MCBDD's vision, mission, and strategic priorities.