

# WASHINGTON STATE BAR ASSOCIATION

Human Resources Department  
Director of Human Resources, TBD  
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## **Functions:**

- Recruitment and Retention
- Employee Relations
- Compensation and Benefits
- EEO Compliance
- Training and Development
- Performance Management

## **When will you hear from HR at BOG meetings?**

- Executive Director Evaluation process.
- Budgeting related to compensation and benefits.
- Significant Personnel issues which are being mediated or litigated.

## **What is the BOG's role in ensuring success of this work?**

- As the fiduciary steward for the organization, the BOG holds the responsibility for setting policy that supports staff retention and effective management of staff.
- A clear organizational mission focus allows staff to perform the necessary functions of the WSBA in the most efficient manner.
- Model the behaviors outlined in the Communication Principles and hold other accountable to these behaviors.