



PACIFIC
SWIMMING

PACIFIC SWIMMING COMMITTEE REPORT

To be submitted to Rick Beebe (rickbb@sonic.net), Marie Lin (marieklin@gmail.com) & Jillian Ruppenstein (office-support@pacswwim.org) the Sunday prior to the next BOD meeting

Committee: Governance Committee

Liaison to the Board: E. Peter McNamara, Governance Committee Chair

Date of Last Meeting: June 23, 2020

Members Present:

E. Peter McNamara, Mark Taliaferro, Jivana Nagpal, David Benjamin, Debbie Tucker, Jim Morefield, Larry Rice, Leo Lin,

Date of Next Meeting: TBD

Action Items Completed: The Governance Committee has, in part, been tasked with identifying whether or not Pacific Swimming will benefit from the services of outside Human Resources consultants as support to the personnel committee created as a result of our recent Bylaw changes.

After several meetings to identify the potential needs of the personnel committee and Pacific Swimming in general it was determined that we should look for consultants that have HR experience with non-profit organizations. A sub-committee of the Governance committee was created as 5 firms were contacted for assessment with requests for additional information followed by potential interview by the sub-committee.

The sub-committee has determined, and the Governance Committee is unanimously recommending that Pacific Swimming retain Guardian HR to provide the services in the materials attached.

Action Items In-Progress / Pending: _____

Announcements: _____

Questions for the Board / Larger Group: _____

Notes/ Other: _____