



Personnel and Compensation Committee Meeting

Monday, August 10, 2026

11:00 am – 12 noon



Agenda

Topic	Facilitator(s)	Timing
Welcome and Call to Order	Beth Rhinehart	11:00a – 11:02a
Safety Briefing	Joan Verbonitz	11:02a – 11:04a
Roll Call Attendance	Beth Rhinehart	11:04a – 11:06a
Approval of Meeting Minutes	Beth Rhinehart	11:06a – 11:08a
Employee Engagement Survey	Joan Verbonitz	11:08a – 11:18a
Closed Session	Beth Rhinehart	11:18a – 11:58a
Adjournment	Beth Rhinehart	11:58a – 12 noon

Safety Briefing





Roll Call Attendance

Beth Rhinehart



Approval of Meeting Minutes

Beth Rhinehart



Employee Engagement Survey

Joan Verbonitz

Inaugural Survey

- Intended to conduct a temperature check on how VPRA is doing as an organization and to ensure we are providing an environment where employees feel seen, heard, and valued
- Engaged a third-party vendor to ensure anonymity
- Opened the survey at EOM May and remained open for a couple of weeks
- Responding participants rated 66 statements and had the option to respond one open-ended question

Overall Rates

Participation Rate

80%

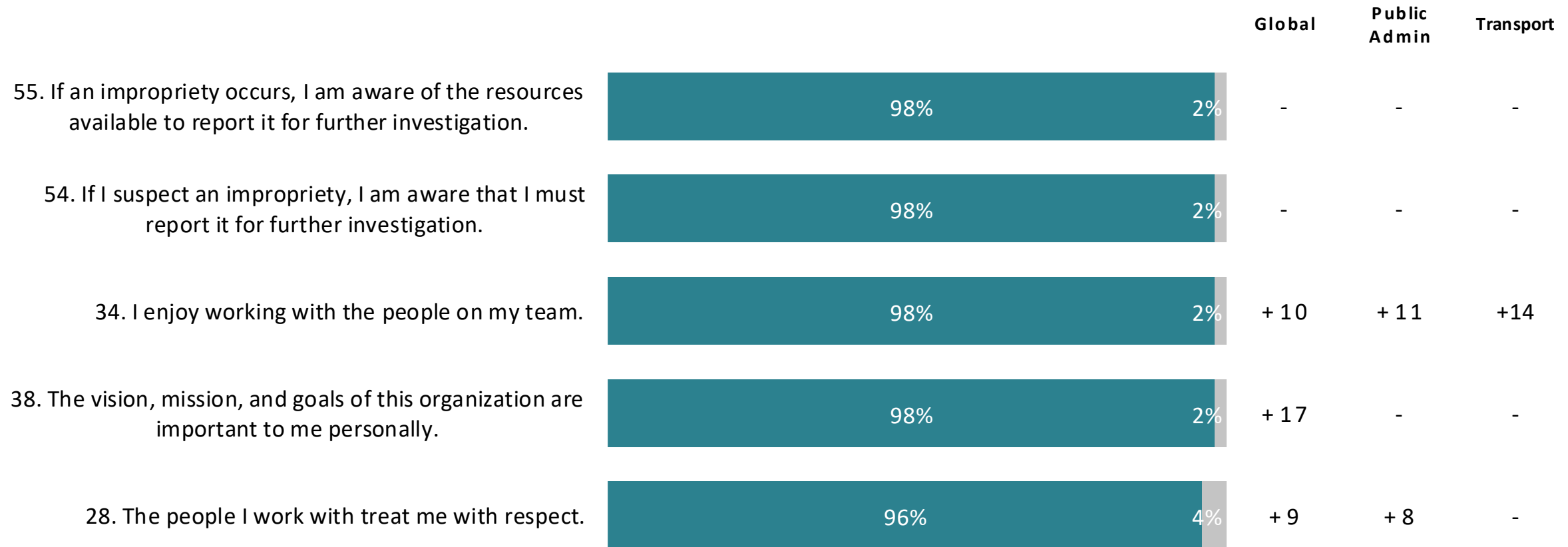
53 of 66 employees
FTE > 90 days of tenure

Favorability Rate

83%

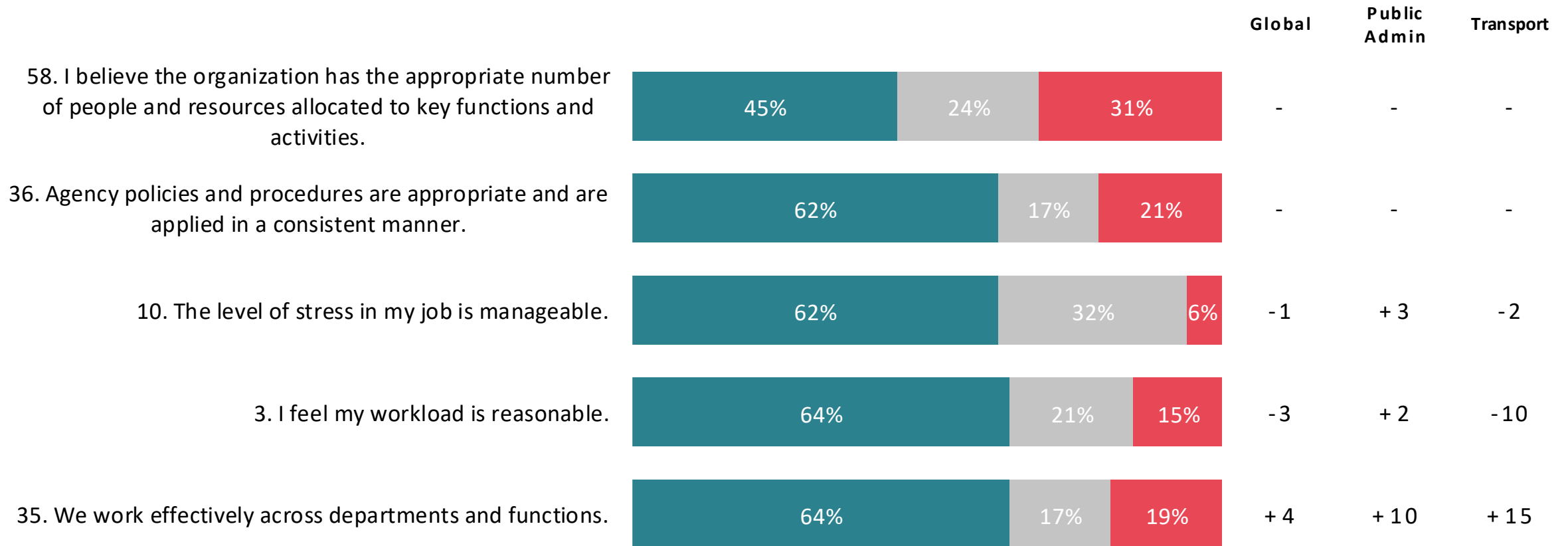
Combination of Agree and
Strongly Agree responses

Highest Scores



■ Favorable
 ■ Neutral
 ■ Unfavorable

Lowest Scores



■ Favorable
 ■ Neutral
 ■ Unfavorable

Next Steps

- On-going communications with employees
 - Preliminary results
 - All-Staff meetings
- Deep-dive by departments into feedback
- Comprehensive results review with all staff
- Action planning and implementation



Closed Session

Beth Rhinehart



Adjournment

Beth Rhinehart