

**REPORT**  
**NECA Personnel Committee**  
**Thursday, February 19, 2009**  
**7:00 pm**

1. The meeting was called to order by Chair Diane Kazama at 7:05 pm.
2. Roll Call  
Present: Members Ernest Hanaumi, Elaine Lee, Diane Matsuoka, Ellen Yogi; Vice Chair Bob Young; Director Shizuko Hanaumi; President Donald Devaney
3. Unfinished Business
  - 3.1 Information on defibrillator (Ellen)—Committee wants to pursue this; Ellen will get more information
  - 3.2 Employee recognition program—no discussion (Richard N. was not present.)
  - 3.3 Uniform update—NECA will provide two shirts free to employees (additional shirts may be purchased by employee @ cost price of \$15 per shirt).
  - 3.4 Keiki Program information for outsourcing—Ellen will create a table to have the Keiki Club Program Director Jenna complete for the different programs: regular afterschool, summer all-day, and intersession all-day.
4. New Business
  - 4.1 NECA Mission and Goal statements  
Ms. Diane Matsuoka will lead a community discussion to rewrite NECA mission and goal statements. Committees and staff (full-time and part-time) may send a volunteer or two to a work session on Saturday, March 28, 9am-1:00pm. The Lounge has been reserved. Lunch will be provided. Directors are welcome to participate.
  - 4.2 Staffing concerns/inquiry to outsource all operations due to budget constraints
  - 4.3 Employee Benefits: Medical and 401K—discussion of benefits to be continued
  - 4.4 Review and update Personnel Policies (continuing with Article 5)--tabled
5. Next meeting: Thursday, March 19, 2009, 7:00 pm
6. Adjournment was at 8:40 pm.