

Governance Report for HOD

The Governance Committee has been working on 2 major tasks:

1. Rules and Regulations:

- Update existing Rules & Regulations to reflect current practice
- Add sections to the Rules & Regulations that were missing in the existing R & R.
- Add new sections to the current R & R to compliment the new Bylaws that were mandated by USA Swimming.
- Work with committee chairs to define the membership, roles and practices of standing committees.

2. Personnel:

- Engaged Guardian HR - a personnel consulting firm to help/guide Pacific Swimming to bring personnel practices into legal compliance and documentation of personnel policy and practices - Employee Handbook
- Provided an assessment report regarding the classification of service providers such as Timing Equipment Operators and Meet Management Computer Operators who supported LSC and Zone meets as Independent Operators and not as Employees of Pacific Swimming according to California AB5 (Gig worker rule).
- Continue to work on defining the roles and responsibilities of the Personnel Committee as described in the new bylaws.

3. Nominating Committee:

- As per the Bylaws approved at the last HOD, held in October 2019, the governance Committee is the de facto nominating committee.
- Governance will begin the process in November 2020 of identifying individuals interested in positions on the Board of Directors to be elected at our Spring HOD (usually held in May).
- Anyone interested in participating on the Board of Directors should email their intent to the Governance Committee Chair at zone2@pacswim.org.