

In compliance with the Pacific Swimming Bylaws passed at the October 2020 House of Delegates the Governance Committee has been working to identify the purpose and identity of the Personnel Committee. After significant deliberation the Governance Committee is recommending the following for the make up of the Personnel Committee.

The Personnel Committee should strive to include members with the following backgrounds and/or abilities.

- Members ideally will have managerial experience.
- Members ideally will have participated with Pacific Swimming on a regular basis for at least three (3) years
- Experience in facilitating goal setting and performance assessments.
- Members responsibilities will include the following:
 - Yearly evaluations of staff.
 - Resolution of staff issues to include potential issues of misconduct or other concerns that may reflect negatively on Pacific Swimming.
 - When appropriate and fiscally responsible evaluate potential staff bonus opportunities.
 - Members will serve two (2) year terms with no term limits.
- The makeup fo the committee will be as follows:
 - One member from the coaching community.
 - One member will be the Program Operations Vice Chair.
 - One member should be one of the Zone chairs.
 - One member will be an Athlete Representative who is at minimum 18 years of age.
- In the event the Personnel committee has a tie on any vote the General Chair of Pacific Swimming (or designee) will break the tie.