

Office of the General Assembly Personnel Update**Personnel Changes**

Since September of 2021, OGA has had the following personnel changes:

- McKenna Britton joined us as the Associate for Communications and Development at PHS, replacing Kristen Gaydos who was promoted to Director of Communications, PHS
- Kyna Herzinger joined us as the Records Manager located at Presbyterian Center. Thanks to Jayne Culp who served as the contact for the Records Center while the search was in process
- Nick Skaggs joined us as a Processing Archivist, PHS
- Eva Rebozo joined us as CLC/Exams Consultant. The vacancy was created when Omar Chan was promoted to be the Project Manager Mid Council Ministries

Searches underway:

- Cataloging and Metadata Librarian, PHS
- Manager of Korean-Speaking Council Support

Position descriptions under review:

- Director of Assembly Operations – hope to post in spring of 2022

**Other Personnel Matters**

As part of our work toward alignment with personnel practices within the PC(USA), A Corporation, we will be moving toward a **new compensation system**. This new system, that compares salaries to what similar positions are paid in the market, is the system that ASG uses for both their employees and employees of PMA. When we change to the new system, at the beginning of 2023, current employee's salary will not be reduced – even if the position's comparable pay in the market is lower – but it will likely mean that some employees get paid more. This will be accounted for in the budget presented in April.

For 2022, the OGA salary ranges were adjusted – they had not been adjusted in approximately five years. We also raised the **cost-of-living adjustment** for employees at PHS which was reflected in salary ranges specific to PHS. We then reviewed all employee salaries against the new ranges and made equity adjustments looking at comparative ratios.

Together with our partners in ASG Human Resources, we **reviewed the search processes** that have taken place in the last year, since our transition to ASG providing all humans resources support. Overall, searches have gone well resulting in excellent new employees - and we agreed to some revisions to the process that will allow more detailed recruitment, especially within communities of color.