

## Resource: **HR Indicators Checklist**

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- ★ The organization has a written personnel handbook/policy that is regularly reviewed and updated: a) to describe the recruitment, hiring, termination and standard work rules for all staff; b) to maintain compliance with government regulations.
- ★ The organization follows nondiscriminatory hiring practices and is working toward gender equality.
- ★ The organization provides a copy of or access to the written personnel policy to all members of the board, the Executive Director and all staff members. All staff members acknowledge in writing that they have read and have access to the personnel handbook/policies.
- ★ The organization has job descriptions including qualifications, duties, reporting relationships and key indicators.
- ★ The organization's Board of Directors conducts an annual review/evaluation of its Executive Director in relationship to a previously determined set of expectations.
- ★ The Executive Director's salary is set by the Board of Directors in a reasonable process and is in compliance with the organization's compensation plan.
- ★ The organization requires employee performance appraisals to be conducted and documented at least annually.
- ★ The organization has a compensation plan, and a periodic review of salary ranges and benefits is conducted.
- ★ The organization has a timely process for filling vacant positions to prevent an interruption of program services or disruption to organization operations.
- ★ The organization has a process for reviewing and responding to ideas, suggestions, comments and perceptions from all staff members.
- ★ The organization provides opportunities for employees' professional development and training with their job skill area and also in such areas as cultural sensitivity and personal development.
- ★ The organization maintains contemporaneous records documenting staff time in program allocations.