

1st VICE PRESIDENT & PERSONNEL

After three years serving as the 1st Vice President (Personnel) and six years in total with the Saskatchewan Athletics Board my tenure has come to an end. It has been a learning and rewarding experience and I hope that I was able to make a worthwhile contribution to Saskatchewan Athletics during my term on the Board. Over the last six years, I have had the pleasure and honor to work with many dedicated staff and Board members who were committed to grow the sport of Athletics in the province and uphold the mission and vision of the association. Thanks to our excellent programs and the delivery of those programs by our dedicated staff, our membership continues to grow along with our funding base. The presence and involvement of our staff, and the Association as a whole, to participate in provincial and national initiatives is well respected by the wider community of Athletics.

One of the main goals from the Personnel side of this position was to review and update the Association's Personnel Policy which hadn't been done since 1999. In carrying out this task, I would like to thank Bob Reindl and Grant Van Eaton for their input. Thanks to the Board for its support and approval of the revised Personnel Policy, which will become effective for the 2019-2020 program year. The other personnel area that required attention was to review/revise the salary ranges for hiring purposes and establish a remuneration schedule for the four staff positions for the next five years (ending in 2023-2024). One of the main focuses of this exercise was to ensure that the compensation levels for our staff positions remains competitive with similar sporting organizations (interprovincial and intra provincial). Continued growth and success for the association is contingent on our ability to recruit and retain qualified, competent professional staff.

From a staff turnover perspective, my term was busy and this continued in 2019. Janine Platana, our Administrative Assistant, retired as of the end of August this year. Janine served the association well for many years with passion, dedication and professionalism. We wish her many happy years in her next stage of life. Laura Young was subsequently hired for this position and she started on September 16. Welcome Laura to the Saskatchewan Athletics staff team.

In September, the employment contracts for Paul Ayers (Program Coordinator) and Tanika Hutchinson (Run, Jump, Throw, Wheel Coordinator) were renewed for another year (through to September 30, 2020). Newly hired last year, both staff members have been a tremendous asset to Saskatchewan Athletics. Bob Reindl has provided notification to the Board that he would like to renew his contract as Executive Director for another year.

This past year has been a challenging one for our staff due to the fact that the Saskatoon Field House was undergoing renovations. As a result our staff had to work from home for most of the summer and early fall, which was not the most ideal situation. I am proud to say that, during this period, Saskatchewan Athletics was able to deliver and support our programs and services with minimal impact thanks to the dedicated effort and commitment of our professional staff. To Bob, Paul, Tanika, Janine and Laura – a job well done!