



NORTH DAKOTA
BANKERS
ASSOCIATION

NDBA HR Peer Group Meeting Agenda

July 27, 2023

Meeting Room: 103

Facilitators: Betsy Alberty, Gate City Bank
Heather Bivens, Unison Bank
Allison Volk, Bank of North Dakota

Welcome and Introductions

Special Guest: Jeanne Masseth – Coaching and mentoring

Presentation: NDBBT health insurance plan and offerings – *Lisa Zinno and Angi Day*

Training

1. New employee training
 - How to standardize across multiple branches/ cities / states.
2. New leader / manager orientation training
 - What does that entail for your bank?
3. Supervisor development training for new supervisors
 - What does that entail for your bank?
4. Required Reoccurring Training
 - Beyond the required banking compliance training
 - What reoccurring training do you require and how often?
 - (i.e. harassment, unconscious bias, active shooter, etc.)

Compensation and Benefits

1. Trends in salary increases in the last 6 months
2. Paid maternity/paternity leave
3. Outlining workplace flexibility to ensure equity.

Miscellaneous

- Artificial Intelligence- ChatGPT
- Do you use?
 - What has your experience been?