



## HRACO Board Meeting Minutes

Thursday, March 12, 2020

HRACO Board Meeting Minutes and Attendees - 8:00 am 4/9/2020 – Tele Conference		
President	Karen Turner	Present
	<i>Express Employment Professionals</i>	
Past-President	Jennifer Clemens	Absent
	<i>Deschutes County</i>	
President Elect / Secretary	Stephanie Trexler	Present
	<i>COPA</i>	
Treasurer	Shannon Campbell	Present
	<i>Partners in Care</i>	
Legislative Chair	Kurt Barker	Present
	<i>Karnopp Petersen</i>	
Program Chair	Don Paumier	Present
	<i>Paumier Strategic Solutions</i>	
Certification Chair	Cindy Bene	Present
	<i>Regency Pacific Management, LLC</i>	
Website/Social Media Communications Chair	Patti Ribb	Present
	<i>Black Butte Ranch</i>	
Membership Co Chair	Karen Burleigh	Absent
	<i>Tech Soft 3D</i>	
Membership Co Chair	Jennifer Bax	Present
	<i>Partners in Care</i>	
Member At Large	Kat Gardner	Present
	<i>BBSI</i>	
Member At Large	James Gricius	Absent
	<i>Central Oregon Collective</i>	
Guests in attendance:		

Start Time: 8:02 am End Time: 8:50am

Welcome & Announcements

March 2020 Meeting Minutes– Motion to approve by Don Paumier, second by Shannon Campbell and approved by the board.

March 2020 Budget – Motion to approve by Don Paumier, second by Shannon Campbell and approved by the board.

### Committee/Officer Reports:

#### 1. Treasurer Report – Shannon Campbell

- a. 2020 Budget approved
- b. Only normal expenses for month of March
- c. Received funds from SHRM Membership Credits

**2. Website/Social Media – Patti Ribb**

- a. Communication to membership on April Meeting
- b. Job postings continue

**3. Foundation – Kat Gardner**

- 50/50 Raffle at March meeting

**4. Membership – Karen Burleigh & Jennifer Bax**

- a. March meeting 53 attendees
- b. SHRM website – Membership tools on VLRC

**5. Programs - Don Paumier**

- a. Regular contact with McMenamins on reopening
- b. Moving speakers and sponsors based on availability
- c. Future meeting considerations Zoom or in person based on city ordinances
- d. Survey topics – waiting on results, first glance COVID 19, non-traditional recruiting

**6. Legislative Update – Kurt Barker**

- a. DNO Insurance – local and national estimates, \$800/year reasonable premiums, \$1mm coverage for org of our size
- b. Karen T following up with Karlina Christensen at State Council on insurance
- c. Don to forward Kurt McMenamins contract to review for liability concerns

**7. Certification – Cindy Bene**

- a. 9 passed, 5 are scheduled in future windows.
- b. Spring testing window 6/1-8/15
- c. Winter testing window 12/1/2020 to 2/15/2021
- d. Currently have a 63% pass rate
- e. Talking with Nancy Jumper about the Fall class being virtual/online

**8. Presidents Report –Karen Turner**

- a. Still trying to get bylaws approved
- b. Restarted the process yesterday because there had been so much back and forth that Nancy Conway/SHRM had lost track of the desired changes

**New Business:**

- Kurt is going to set up a Zoom video call for the next board meeting on May 14<sup>th</sup>
- Don is going to keep in touch with McMenamin's on the May meeting date and work with the programming committee to determine the method of delivery for the meeting. He will keep us all posted via e-mail on any updates/information related to the May program.