



HRACO Board Meeting Minutes

Thursday, January 9, 2020

HRACO Board Meeting Minutes and Attendees - 8:00 am 1/9/2020 - Deschutes County		
President	Karen Turner	Present
	<i>Express Employment Professionals</i>	
Past-President	Jennifer Clemens	Present
	<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	Absent
	<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 McAllister	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	Vacant	
Guests in attendance: James Gricius, Central Oregon Collective <i>Natalie Jones, Deschutes County</i>		

Start Time: 8:00 am End Time: 9:05 am

Welcome & Announcements

December 2019 meeting minutes - Motion to approve made by Karen Turner, second by Cindy Bene and approved by board

December 2019 budget YTD - Motion to approve made by Karen Turner, second by Cindy Bene and approved by board

Committee/Officer Reports:

1. Treasurer Report – Shannon Campbell

- Review of 2019 budget and expenses
- Bank refunded fraudulent charges
- To reflect 2020 Board changes, remove Jennifer Clemens from First Interstate Bank Account, add Karen Turner as 2020 President.
- Karen Turner made motion include in budget up to \$1,500 expenses for Stephanie Trexler to attend February SHRM Business Meeting in Charlotte, NC, second by Cindy Bene, approved by board.

- Karen Turner made motion contribute \$100 to Leaders of Tomorrow Student Conference in Juneau, second by Don Paumier, approved by board.
- Conference attendance for 2020
 - February 2020 board topic - how we want to invest in education

2. Website/Social Media – Patti Ribb

Website transition

- Updated format and tiles for key information, simplifying navigation
- Certification Corner features participants from 2019 certification class, first to include James Gricius
- Link for interested sponsors
- Draft of HRACO letterhead provided for all correspondence
- Sponsors can upload logo to website

3. Foundation – Jennifer Clemens

- Board position not required, group effort in 2020
- NHRMA provided matching grant up to \$100, total 2019 contribution of \$970
- Plan to include fundraisers in February agenda

4. Membership – Karen Turner

- End of year email blasts, board outreach
- Karen has worked with SHRM to get membership designation forms updated increasing membership to 220
- Transition meeting scheduled with incoming membership co-chairs

5. Programs - Don Paumier

- 2020 Topics
 - January – Stephanie Miller Multi-generational workplace / Sponsor - Bend Chamber
 - February – TBD Reasonable Suspicion / Sponsor - Cascade Insurance
 - March – Damon Runberg / Sponsor - Mid Oregon Credit Union (meeting moved to second Wednesday)
- Board to reach out to network to increase awareness and attendance for upcoming meetings
- Chamber newsletter to include mention of January meeting
- Cindy Bene to send meeting announcement to the Source Weekly

6. Legislative Update – No update

7. Certification – Cindy Bene

COCC Certification Class

- Great feedback from participants, continuing to get certification results
- Cindy Bene reaching out for Fall 2020 presenters/instructors
- Scholarship - Cindy Bene made motion to provide \$250 scholarship to James Gricius and Karen McAllister, second by Don Paumier approved by board

8. Presidents Report – Jennifer Clemens and Karen Turner

- Dianna Gould retiring, position has been posted for SHRM Field Services Director West - AK, WA, OR, ID, MT, WY, ND, Pacific Council (Guam & Mariana Islands)
- Board picture to be forwarded for addition to website
- 2019 SHAPE year-end report submitted
- 2020 SHAPE initiatives to be included as upcoming meeting topic
- James Gricius and Natalie Jones in consideration for 2020 board At Large and committee participation