



HRACO Board Meeting Minutes

Thursday, May 14, 2020

HRACO Board Meeting Minutes and Attendees - 8:00 am 5/14/2020 – Zoom 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	Present
	<i>Tech Soft 3D</i>	
Membership Co Chair	Jennifer Bax	Present
	<i>Partners in Care</i>	
Member At Large	Kat Gardner	Absent
	<i>BBSI</i>	
Member At Large	James Gricius	Present
	<i>Central Oregon Collective</i>	
Guests in attendance:		

Start Time: 8:00 am End Time: 8:48am

Welcome & Announcements

April 2020 Meeting Minutes– Motion to approve by Cindy Bene, second by James Gricius and approved by the board.

April 2020 Budget – – Motion to approve by Cindy Bene, second by James Gricius and approved by the board.

DNO & General Liability Insurance - Motion to authorize Kurt Barker to sign insurance agreement and increase budget from \$700 to up to \$1200 per year for DNO & Liability Insurance

Committee/Officer Reports:

1. Treasurer Report – Shannon Campbell

- a. 2020 Budget YTD approved
- b. Certification scholarship and SHRM credit included

2. Programs - Don Paumier

- a. Survey draft for membership sent to board in advance of board meeting
- b. Survey - Add question ranking preference for meeting format with options
- c. Waiting on Governor Brown's update for Deschutes County approval for Phase I reopening
- d. Cindy Bene – attended Mid Willamette Zoom meeting featuring Devin Hughes - high speaker engagement
<http://www.devinhughes.com/>

3. Website/Social Media – Patti Ribb

- a. Communication to membership on May Meeting
- b. Survey announcement

4. Foundation – Kat Gardner

- a. Stephanie following up with Nancy Conway on Excel Platinum requirement for communication about foundation support

5. Membership – Karen Burleigh & Jennifer Bax

- a. Reporting from SHRM - 212 Members
- b. Karen Burleigh & Jennifer Bax to follow up on membership due to expire
- c. Membership coordinating with Cindy Bene on certifications due to expire

6. Legislative Update – Kurt Barker

- a. Combined General Liability & DNO Insurance – local and national estimates, \$1100-1200/year reasonable premiums, \$1mm coverage for org of our size
- b. General Liability – following up should there be outbreak related to event
- c. Directors & Officers Insurance – protecting board as a group and individually

7. Certification – Cindy Bene

- a. Talking with Nancy Jumper about the Fall class being virtual/online
- b. Dennis Carr to teach Fall 2020 Certification Class
- c. Finalizing purchase of materials with SHRM

8. Presidents Report –Karen Turner

- a. By laws approval forthcoming
- b. By laws change includes board member term limit changes

New Business:

- Providing information for certified members to sign up for certification credits – free and paid