



HRACO Board Meeting Minutes

Thursday, October 8, 2020

HRACO Board Meeting Minutes and Attendees - 8:00 am 10/08/2020 – 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	Present
	<i>BBSI</i>	
Member At Large	James Gricius	Absent
	<i>ThinkHR/MammothHR</i>	
Guests in attendance:		

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

Welcome & Announcements

September 2020 Budget – Motion to approve by Patti Ribb, second by Cindy Bene and approved by the board.

September 2020 Meeting Minutes – Motion to approve by Cindy Bene, second by Don Paumier and approved by the board.

October Meeting Date Change – Motion to approve changing October Membership meeting date to October 28 by Cindy Bene, second by Don Paumier and approved by the board.

Committee/Officer Reports:

1. Treasurer Report – Shannon Campbell

- a. September YTD budget emailed to board
 - i. COCC expenses charged against Fall Class
 - ii. Expenses for NHRMA Conference membership giveaway
- b. September budget approved by board

2. Website/Social Media – Patti Ribb

- a. Remove certification class
- b. Fall SHRM Membership Drive – renewals, provide renewal code to membership
- c. Update with details for October Membership Meeting

3. Programs – Don Paumier

- a. October Meeting – Legislative Update
 - i. Date changed to 10/28
 - ii. Sponsored by Bend Chamber
 - iii. MidOregon Credit Union sponsoring WebEx
 - iv. WebEx link to be included on flyer
- b. November Meeting – TBD
 - i. Sponsorship TBD
 - ii. Virtual or hybrid meeting TBD
- c. Member Appreciation Event
 - i. Programming committee determining alternative for programming

4. Legislative Update – Kurt Barker

- a. Legislative Update Meeting
 - i. Timing – October 28
 - ii. Format – 2-hr virtual meeting
- b. Reminders for Workplace Fairness Act WFA

5. Foundation – Kat Gardner

- a. Two free 10 credit programs:
 - i. Vets at Work- <https://www.shrm.org/mlp/Pages/Veterans.aspx>
 - ii. Abilities at Work- <https://employingabilities.org/>
- b. Board to review 2019 Foundation donation at November meeting

6. Membership – Karen Burleigh & Jennifer Bax

- a. Fall Membership Challenge Oct 1- Nov 30. Promo code for Oregon SHRM is DigitalHR. We get money for each registration and renewal during this time. If you renew anytime soon I suggest you do it with this code as it comes with a tote bag and 3 credit training.

7. Certification – Cindy Bene

- a. Virtual certification class – COCC
 - i. Submitting certification class info to SHRM

8. President's Update – Karen Turner

- a. 2021 OR SHRM Conf- the save the date went out yesterday. It will be an amazing deal with registration opening end of October. It is \$125 for a half day or \$200 for the 2- half day sessions. It is virtual. The topics are amazing. We will also be looking to host a virtual happy hour and coffee with the attorneys to give extra credit opportunities for free for participants. All proceeds are profit for Oregon SHRM.
- b. Diversity Focus- OR SHRM will host a 1 credit session on together forward on 10/22 at 10 am. Please promote- this is free for any Oregon SHRM member. We will also have a kit for chapters should you want to host a similar discussion. <https://www.eventbrite.com/e/together-forward-work-a-conversation-of-hr-professionals-tickets-123529154025> Please help promote this event- free to SHRM members and a small charge to non-shrm members.
- c. 2021 Board
 - i. Board members not returning: Jennifer Bax, Shannon Campbell, James Gricius
 - ii. Current board members to consider interest in 2021 board positions
 - 1. Karen Burleigh –Membership, communication NOT roster
 - 2. Stephanie Trexler – President
 - 3. Karen Turner – Past President, manage membership roster
 - 4. Cindy Bene – Secretary
 - 5. Kat Gardner – Treasurer
 - 6. Kurt Baker – Legislative Chair, President Elect
 - 7. Don Paumier – Program Chair
 - 8. Patti Ribb – Website
 - 9. Proposed – Tori Howe – Certification

- iii. Shannon Williams (City of Bend), Marielle Gallagher (Sutera), Michelle Hammond (Humm)
- iv. Board to reach out to network for interest in 2021 board membership, invite