



**HRACO Board Meeting Minutes**  
**Thursday, September 10, 2020**

HRACO Board Meeting Minutes and Attendees - 8:00 am 9/10/2020 – 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	Absent
	<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	Absent
	<i>Black Butte Ranch</i>	
Membership Co Chair	Karen Burleigh	Absent
	<i>Tech Soft 3D</i>	
Membership Co Chair	Jennifer Bax	Absent
	<i>Partners in Care</i>	
Member At Large	Kat Gardner	Present
	<i>BBSI</i>	
Member At Large	James Gricius	Present
	<i>ThinkHR/MammothHR</i>	
Guests in attendance:		

Start Time: 8:05 am End Time: 8:55am

Welcome & Announcements

August 2020 Budget – Motion to approve by Cindy Bene, second by Don Paumier and approved by the board.

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

Fall 2020 Certification Class Fee - Motion to approve \$500 for COCC class made by Cindy Bene, second by Don Paumier and approved by the board.

October Legislative Update Fee- Motion to approve no cost to membership \$15 for non-members for September Legislative Update made by Karen Turner, second by Cindy Bene.

**Committee/Officer Reports:**

1. **Treasurer Report – Shannon Campbell (Absent)**
  - a. August YTD budget emailed to board
  - b. August YTD budget approved by board
2. **Programs – Don Paumier**
  - a. September Meeting – Implicit Bias

- i. Paylocity Sponsor
    - ii. MidOregon Credit Union WebEx
    - iii. WebEx link to be included on flyer
  - b. October Meeting – Legislative Update
    - i. Sponsorship pending
    - ii. Virtual or hybrid 2-hour meeting TBD
    - iii. Begin communicating to membership after 9/18/2020
  - c. Member Appreciation Event
    - i. Deschutes Brewery unavailable – cancelled all events through end of year
    - ii. Alternatives for member appreciation and agenda to be readdressed at October board meeting
- 3. Website/Social Media – Patti Ribb (Absent)**
  - a. NHRMA Conference needs to be updated to Virtual Conference
  - b. Add link to HRACO website for donation to SHRM Foundation
- 4. Foundation – Kat Gardner**
  - a. Pass on annual foundation fundraiser during Legislative update
    - i. SHRM Foundation donation button on HRACO site – make it easy
- 5. Membership – Karen Burleigh & Jennifer Bax (Absent)**
  - a. Communication from Programming on September meeting forthcoming
  - b. Save the date for Legislative Update
  - c. Last chance reminder for Certification Class Registration by 9/15/2020
  - d. Board to sponsor tickets to virtual NHRMA conference
- 6. Legislative Update – Kurt Barker**
  - a. Legislative Update Meeting
    - i. Timing – October
    - ii. Format – virtual meeting or hybrid TBD
- 7. Certification – Cindy Bene**
  - a. September virtual certification class – COCC
    - i. Current class registration: 7
    - ii. Last day for registration 9/15/2020
    - iii. Increase advertising to continue to spread word and increase registrations
    - iv. Motion made to approve \$500 payment to COCC to support continuation of class if registration minimum not met
    - v. Ask Oregon SHRM to send reminder for registration to Chapters and social media
- 8. President’s Update – Karen Turner**
  - a. NHRMA Conference 9/30-10/1, \$150 Virtual Conference
    - i. Opportunity to make tickets available to membership
  - b. 2021 Board
    - i. Current board members to consider interest in 2021 board positions
    - ii. Marielle Gallagher has expressed interest in rejoining the board
    - iii. Board to reach out to network for interest in 2021 board membership