

LHRMA July Board Meeting Minutes
August 6, 2014 11:30 a.m.

Present: Kim Michael, Leon Holloway, Amy Spellman, Kelly White, Joel Scherling, Kenda Fink, Jenessa Keiser, Adam Parrish, , Judy Ganoung, Lindsay Selig, Kathy Harper

Absent: Melissa Price, Denice Sears

Approval of the Previous Meeting's Minutes

- Kenda moved and Adam seconded a motion to approve the minutes from the July 2, 2014 meeting. The motion was approved by unanimous vote.

Treasurer

- Lindsay sent the financial reports via email on 8/5/14. Joel moved and Adam seconded a motion to accept the financial reports as presented. The motion was approved by unanimous vote.
- The Board gave approval for the HBE firm to complete LHRMA's annual tax return as they have for the past several years.

Legislative Director

- Joel reported on his meeting with Senator Kate Bolz on 6/13/14 regarding LB 955 and related issues.

Secretary

- Kathy reminded board members of the 8/15/14 newsletter article submission deadline (8/22/14 for board members).
- Parking vouchers are ordered for parking at the Cornhusker for the August meeting, which has been approved for HRCI credit.

Programs

- Kenda reported Ruth Jones joined the Program Committee. The State of Nebraska is hosting a two-hour, free workshop for employers on October 15 to teach them about issues such as: disability rights, the merits of hiring people with disabilities, and incentives for hiring people with disabilities. This workshop will be available to LHRMA members at no cost and approval for HRCI credit will be requested. Entities involved include NE Commission for the Blind & Vis Imp, NE Commission for the Deaf and Hard of Hearing, Disability Rights of Nebraska, NE Vocational Rehabilitation; Veteran's Employer Support of the Guard and Reserve. Representatives from these agencies will help applicants at a job fair on October 16. LHRMA has been asked to be a sponsor of the event in an effort to build a more diverse workforce and expand our outreach efforts
- July 15th Special session – Workforce Strategy – Gaining and Maintaining the Attention of Those That Matter was presented by Neil McCormick. The workshop was presented free of charge to LHRMA members and held at Kaplan University was pre-approved for two HRCI credits.
- Remaining 2014 programs:
 - August 12 – Affordable Care Act; The Cornhusker; Randy Limbeck, Attorney, Jackson Lewis, P.C.
 - September 11 & 12 – 2014 SHRM NE State Conference; Century Link Center, Omaha
 - October 14 – Social Media Panel; Gale Perry, Baylor Evnen. Randy Hawthorne, Firespring; Susan Merwick, Continuum EAP, The Isles. Workshop: None OCT is past president month. Judy will invite them.

- November 11 – Aligning Values and Beliefs with that of our Organization; Paula Pace; Lincoln Firefighter’s Hall (pre-approved for HRCI credit); workshop more in depth
 - December 9 – LHRMA Social; may be at the Venue, 70th & Pioneers
- Kenda requested Kathy provide attendance numbers for meetings and workshops since 2008 or however far back she has the info. Kathy rolled her eyes.
- Program Review – Kenda is doing a cost analysis to see if we need to raise our lunch and workshop prices.
- 2015 Programming – The Program Committee has a tentative programming plan in place for 2015, including topics, venues, etc. They discussed assigning topics to various months.
 - Jan. – Talent management LinkedIn Rep.?
 - Feb. – Two attorneys
 - Mar. – Ergonomics; job functional analysis; Shannon Poppe; workshop will be train the trainer on ergonomic evaluation
 - Apr. – Silverstone how to use salary survey info to do market pricing; workshop will be an in depth look
 - May – Legislative; Judge Van Pelt; Business Ethics
 - Jun. – Jennifer Millman, paid presenter; Strategic Business Partner: What this really means and how to do it right
 - Jul. – Harassment; George Martin; Baird Holm
 - Aug. – Drivers/Insurance – When requesting driving records, what liability insurance should businesses carry? Policy implications for texting while driving, use of staff to drive in atypical situations; FLSA implications
 - Sep. – State conference **August 27 & 28, 2015** Century Link Center is not available in September.
 - Oct. – Labor law update; speaker?
 - Nov. – Fiduciary responsibilities (e.g., 401K)
 - Dec. – LHRMA Social

Workforce Readiness

- Kim provided a report on the second year of the 1st Job-Lincoln initiative. The Celebration Event will be held on August 8 at Kaplan University from 4-5 p.m. Board members should be there by 3:45 p.m. Mayor Beutler and Dr. Steve Joel, LPS Superintendent will among the guest speakers along with testimonials from one of the employers and one of the participating students. Over the two years of the program, 19 different employers have participated and 28 jobs have been made available.
- Pinnacle Award – due by end of August? Decided to reapply. Dan Hohensee director of new Capital Career Center (CCC). The IT Focus School will operate for one more year of and then it will be absorbed into the CCC. Dan is interested in keeping 1st Job-Lincoln involved with the new CCC. Dan is coming to her October committee meeting to discuss the direction of 1st Job-Lincoln.

Diversity

- Leon – Plans to meet with HRAM Diversity Committee to brainstorm about potential initiatives, attracting committee members who are proactive in partnering with the community on diversity issues.

College Relations

- Jenessa – No update

SHRM Foundation

- Denice – No update. We don't know what she has and what is still needed. The LHRMA Board has already donated something for the State Conference silent auction. If you have ideas for further donations or leads, please contact Denice.
- Each chapter is now responsible for donating a certain number of raffle items to the State Conference silent auction.

Certification

- Amy will recognize the latest ten PHR & SPHR certification recipients from the spring testing window at the August meeting.

Marketing

- Kelly reported on the website subcommittee (White, Parrish, Spellman, Jennifer Harman) meetings. They recommend approval of a contract with Nebraska Digital (existing provider) to update the site for at a cost of \$1,250. This would include a new template, some new operational features such as a better forms function (e.g., registration) and a design that would work with mobile devices. Adam's free-lance contact estimated a cost of \$3-5,000 for a ground-up re-design. NE Digital would offer consistent, long-term support. NE Digital primarily serves small non-profits and probably could accomplish the re-design within a couple of months. Kelly moved and Adam seconded the proposal to contract with NE Digital at a cost of \$1,250.
- Kelly provided a membership update from the State Council. They are reaching out to at-large who are SHRM members but not local chapter members. They are sponsoring a "5 for 5" event at the State Conference: If attendees give 5 minutes for a membership sales pitch they will receive a \$5 Starbucks gift card. There are approximately 850 NE SHRM members and approximately 160 are at large members. Last year, approximately 400 individuals attended the conference with an estimated 80 of those being at-large or non-affiliated members. The State Council hold a drawing for a Keurig coffee machine and enter those who join a local chapter in September. Each chapter needs to make available chapter information and pricing to ensure accurate information for the "5 for 5" event. The State Conference Committee is also going to hold a second drawing to incent local chapter membership.
- State conference ID cards will be different colors to distinguish between SHRM members and at-large members. Some chapters want to give away memberships; some want to give away a tangible item.

Membership

- Adam asked about starting the membership discount period in September to align with the State Conference incentives. The Board agreed that if someone joins LHRMA at the State Conference their membership will be effective through 12/31/15. The Board decided to give away a FitBit as a drawing prize for individuals who join LHRMA at the State Conference. Volunteers may be needed to help staff the booth. Adam will design a hand-out for the event.
- The September Event designed to gain new members is scheduled for Tuesday, 9/16/14, from 4-7 p.m. Adam has contacted Barry's regarding the use of their rooftop. Up to \$300 from the State Council can be used to support this event. Adam will announce the event at the August chapter meeting, publicize it at the State Conference, and use social media to promote it. At-large members are the target audience but all LHRMA members will be invited. The idea of providing incentives for current members who bring others who might join was discussed; however, no action was taken. At-large mailing labels will be requested from SHRM and a post card will be

designed by Adam or his delegate. His team has contacted the remainder of the people on the outstanding list; about a dozen joined. The Committee will make another push in September.

Past-President

- Judy – No update

President

Judy provided the report on Melissa's behalf.

- LouAnn Manske has a large box of LHRMA salary survey responses from 1995 to 2004. Kelly Riley has electronic records from 2005 to the present. LouAnn is asking the board's permission to destroy the paper records since they are so old. Melissa recommends approval. The board voted to approve the destruction of the outdated documents.
- The board was reminded to register for the State Conference, which will be held on September 11 & 12. LHRMA will reimburse board members for the registration fee for one day. The cost is \$299 for both days and \$199 for one day if you register prior to August 16th (a week from Friday). Submit your reimbursement request for one day of the conference fee to Lindsay.
- Melissa indicates that Jamie Mohrman from Kidwell is extremely interested in getting more involved with LHRMA and eventually serving on the board. Mohrman is currently serving on the SHRM Foundation committee but may be interested in helping in other areas. Contact Melissa if you are interested in having another committee member. Melissa will then talk to Jamie about how she might plug in.
- Board members have the following announcements for the August LHRMA meeting:
 - [CrowdCompass](#) – mobile app for conference
 - Amy will recognize the latest PHR & SPHR certification recipients.
 - Adam – new member drive
 - Free lunch winner
 - New members, guests
 - Promotion of State Conference and October's program

Meeting adjourned at 1:12 p.m.