**HCHRA Board Meeting Minutes**

Tuesday February 9th 2021

3:30-5PM

virtual

**In Attendance:**

Candie Anderson, Amy Felton, Kathleen O’Toole-Gilles, Joe Pulichene, Barbara Koziol, Ali Kelkenberg, Mark Hoblitzell, Karyne Spadi, Brenda Perez, Jackie Huffman, Alex Fuller

1. **President’s Update**: (Candie Anderson)
	1. We were not able to all get together for the new year like we usually do, but due to COVID it seemed best to hold off on this for now
	2. We can write thank you letters to Board Members Managers to thank you for your commitment and volunteering your time. Send Candie an email with their contact information and she would be happy to do this.
	3. Let Candie know if you are interested in President Elect position for HCHRA Board. Would need to train someone in your current role. Candie will get together with you to explain the responsibilities of this position and answer any questions for this role. The role would begin Jan 2022. It is a great opportunity to make connections in the HR community across the State of Colorado.
	4. Board Members get 5 recertification credits per year for sitting on the board. Here is the Link: <https://launchpad.37signals.com/bc3/4403653/signin>
	5. SHRM Workplace policy conference is coming in March. Link: <https://conferences.shrm.org/workplace-policy?_ga=2.72311962.862881940.1612829626-534317268.1595357247>
	6. Mile High SHRM is doing their annual conference on Feb 26th. They are offering member pricing to HCHRA Members. Provides Recertification Credits.
	7. We renewed VVP Membership
	8. Basecamp Updates: Basecamp keeps us connected to our chapter and other CO chapters. Upcoming webinars and programs are posted there. A lot of chapters are offering membership pricing or free programs. Take a look for opportunities
2. **Financial Update:** (Kathleen O’Toole-Gilles)
	1. US Bank Balance $7,637.77 with $207.24 pending
	2. Paypal Balance $200
	3. Invoices were sent out on Jan 15th for the “Can I Bring My Pet Monkey to Work” program.
	4. We still have a few outstanding invoices from the “Legislative Updates” in the Fall. Kathleen sent reminders and will be checking the PO Box in upcoming weeks to see if there are any checks for deposit.
3. **Membership Update: (**Amy Felton)
4. 52 Active Members
5. Amy reached out to people earlier in January saying “look at all the exciting things we have coming up” and 6 new people signed up.
6. We are low from losing all the Vail Resorts people. We have had some new Vail Resorts Employee Relations Specialists reach out for information.
7. **Program Update: (**Jackie Huffman)
	1. Power of Emotion Program today went well- 10 people joined
	2. March Program is planned. Presentation on Asana and Trello software programs. Pulling together the description for that program and will send soon
	3. April Program- Joe Pulichene, COMP 101 Session- potential content would be reviewing compensation surveys, structuring salary ranges, compression issues, pay equity laws, comps for resort areas, etc. Mark H. is happy to support, however he can from his area of expertise and Karyne S. has 15 years of experience with this and would be happy to contribute as well.
	4. Feb and March will bring more DEI Panels for Equity Design and Eagle County Public Schools. Looking at more trainings for April and May. Looking to have a Language Justice program and something for Non-Profits for future programs.
	5. Ideas:
		1. Time Management Coach and Remote Work Discussion
		2. Safety and Risk Management perspective as vaccination levels increase and people return to work- Health Links may be a good resource for this- Possible June Program. Jackie will reach out to Kathleen to start the conversation on this and Kathleen can connect with David Shapiro from Health Links.
		3. Crucial Conversations Session with Ali and Jackie
	6. Looking to plan an upcoming Virtual Happy Hour
	7. Send any ideas to Jackie if you know of a speaker or have an idea for an upcoming session.
8. **Certification Update:** (Joe Pulichene)
9. Did not hold a 2020 SHRM Bootcamp. We are hoping to have a 2021 SHRM Certification Bootcamp. Karyne can reach out to Lance Richards on this and start the conversation for Summer 2021 (August). Questions: will it be in person, will it be virtual, timeline, etc.
10. We do go through Lance Richards to get a discount on the books and materials.
11. Lisa has been very helpful for training Joe in his new role.

1. **Workforce Readiness Update:** (Mark Hoblitzell)
	1. Planning Eagle County Schools Career and Job Fairs coming up in April. Trying to navigate what that will look like
	2. Workforce Readiness meetings start up again next week.
2. **Legislative Affairs Update:** (Karyne Spadi)
	1. 2020 was very busy with COVID
		1. FFCRA – expired 12/31/20
		2. Amendments to retirement programs- borrowing if affected by COVID- expired 12/31/20
		3. Tax deferrals
		4. Extension for 1095-B/Cs to March 2nd 2021
		5. New overtime exemptions went into effect Jan 1st
		6. Pay Equity Act- Removal of pay history on application, posting salary ranges, transparency
		7. There will be a lot more coming in 2021……..
3. **SHRM Foundation and Diversity Update:** (Alex Fuller)
4. Any feedback on how the Community Consciousness- Diving Into DEI programs are going would be great. Any ideas on topics of interest would be great too.
5. SHRM Foundation- considering a fundraiser for 2021. If there are any ideas, please reach out.
6. **Communications Update:** (Brenda Perez)
	1. Any outside programs that we would like to advertise and be shared on our website let Brenda know.
	2. Look at ability to allow people registering from other CO SHRM Chapters to enter a promo code
	3. No other updates

**Other Topics for Discussions:**

1. If anyone knows of someone who would be good for 6 month contract HR position, send name to Jackie.
2. Next meeting is scheduled on March 9th at 3:30PM.