

**LHRMA November Board Meeting Minutes**  
**Wednesday, November 7, 2018**

**Present:** Jessica Reay, Amy Dorenbach, Angela Caldwell, Robbie Seybert, Beth Hemphill, Judy Sinner, Amy Spellman, Joel Scherling, Jenessa Keiser, Michele Spadt

**Absent:** Lindsay Selig, Maggie Hayek, Justin Schreier, Amber Dingwell, Jamie Mohrman

**Beth Hemphill, Chapter Management Professional (CMP)**

- December newsletter submission deadline is November 19th. Get necessary items to Beth Hemphill. Best way to correspond is via e-mail (lhrma0048@yahoo.com).
- Beth stated that the renewal letters went out at the end of October and renewals are slowly coming in. IT is checking into some computer issues that we've been having with people renewing online.

**Amy Dorenbach - Secretary**

- Amy made a motion to approve the October board meeting and e-mail minutes in Dropbox. Judy approved the motion, Robbie seconded the motion. No board members opposed the motion.
- Amy stated that the salary survey was sent out on October 17th with an original due date of October 31st. The deadline has since been extended to November 14th in the hopes of getting more participants. As of today, we have 30 surveys completed.
- Amy stated that once the survey is completed, Christy Boswell with AJ Gallagher will e-mail the results out to all of the participants. From there, LHRMA will have a saved copy of the survey results that we can send out to people after they have purchased the survey.
- Amy will talk to the vendor about the propriety of staffing agencies completing the survey with the averages of salaries paid by their clients.
- Joel asked if we want to add the salary survey as a board position. There was discussion about the potential for adding this responsibility to an existing board position. Joel mentioned that it may be advisable to have somebody with compensation experience in charge of this.
- Robbie asked about the return on investment on the salary surveys and asked for data on last year's participation rate, utilization or purchase rates (i.e., every year, every other year), and profit/loss. That information wasn't readily available at the meeting. Joel reminded the board of the annual report template, which includes a spot for such data so we can track this and other performance indicators on a year-to-year basis.
- Michele and Judy mentioned HRAM's salary survey and asked if we would want to go in with them for future years after our contract runs out. Joel explored this option with HRAM in February of 2016, but we ultimately contracted with Kelly Riley from Clarion Group, Inc. to complete the 2016 salary survey. HRAM's has much more information and therefore may be of greater value to employers. HRAM's larger membership numbers and greater financial resources facilitate the production of their salary survey.
- In summation, the board suggests an agenda item in January or February of 2019 to discuss plans for the 2019 salary survey including a review of the historical utilization and cost data.

**Maggie Hayek – Treasurer (Absent)**

**October Financials**

- Total Income for October: \$6,531.91
- Total Expenses for October: \$4,005.88
- Please see the full financial reports in DropBox for additional details.
- Maggie noted that the laptop and Microsoft Office was purchased and the cost was \$460.08
- In Maggie's absence, the board would like to know if the Paypal account has been closed.

- Maggie provided the following information regarding the renewal of LHRMA's insurance effective January 1, 2019.

Summary of LHRMA Insurance Coverage Effective January 1, 2019		
Coverage	Expiring Values	Renewal Values
<b>Crime - Single Loss Retention \$1000</b>	Included	
Employee Theft	\$50,000	
<b>Management Liability</b>	Included	
Directors and Officers - \$1,000 Retention	\$1,000,000	
Employment Practices Liability - \$1,000 Retention	\$1,000,000	
Fiduciary Liability	\$100,000	

#### Lindsay Selig, President (Absent)

- Meeting announcements
  - Lindsay will recognize past-presidents.
  - Amy S. will announce newly certified members.
  - Lindsay or Joel will announce the Toys for Tots event that will be held at the December social event.
  - Jenessa is going to make an announcement looking for mentors starting in the spring.
  - Lindsay or Angela will do an announcement for Joe Gerstandt's December 7th meeting. Angela will send the information to Lindsay in case she doesn't make the meeting.
- Lindsay noted that she is working with Venue to get the December board celebration set up. She will e-mail the board as soon as everything is confirmed. The celebration will be held on December 5th at the same time as our regular board meeting.
- Lindsay noted that she believes we have a couple of people interested in the Program Chairs role. She will send out an e-mail for the board to vote on as soon as she has them confirmed.

#### Judy Sinner and Michele Spadt - Programs

- November's meeting will be held at the Quilt Museum on Tuesday, November 13th. The topic is "Hardwiring Accountability into Your Workplace." Ana (Martos-Correa) Dorr with Reality Based Leadership is the speaker for the event.
- Michele and Judy stated that the December Social will be held at The Local on 27th and Pine Lake Street. They will be doing an icebreaking game/activity. Lincoln Surgical Hospital is donating a gift card for the winner of the game. Jessica is going to check and see if she has the raffle tickets.
- Judy and Michele have offered to set up the January meeting/program.

#### Jamie Mohrman, President-Elect (Absent)

- Michele, Jamie, and Robbie met and Joel e-mailed to discuss changes need to the by-laws. Jamie is going to come up with a report of changes to the by-laws and present them to the board.
- Robbie stated that Jamie would draft some items in regard to nonprofit requests. Jamie will draft changes to the policies and procedures for the board to review.

#### Amber Dingwell – Marketing/Social Media (Absent)

- No report.

**Robbie Seybert – Workforce Readiness**

- Robbie stated that two weeks ago the Champion Employer breakfast was held at the Chamber of Commerce. There were 14 representatives in attendance. Eight individuals were new and had not previously participated in the program. Robbie stated that it was a good presentation and there was good dialogue. They will be participating at the coding event sponsored by The Career Academy in December. This will be extra exposure for the 1st Jobs-Lincoln program. They will begin recruiting again in January.

**Justin Schreier – Membership (Absent)**

- No report.

**Jenessa Keiser - College Relations**

- Jenessa is meeting with UNL tonight to discuss the mentor program in the spring.
- Joel stated that he wants to add a reminder for the annual report to add a data element for the mentor program to reflect how many mentors were assigned to students.

**Jessica Reay – SHRM Foundation**

- No report.

**Joel Scherling, Past President**

- Joel stated we need to think about what we want to report for our initiatives.

**Angela Caldwell – Community Outreach**

- Angela attended the diversity and inclusion meeting in Omaha that Joe Gerstandt started. The program is starting in Lincoln and the first meeting was at the Chamber of Commerce. There were about 25 people in attendance. The conversations are casual and informal; Joe kicks things off and then stands back and lets people talk. The topics vary every month but include employee wellness, self-care, etc. Angela stated that eventually companies will host the meetings. The next meeting is Friday, December 7th from 9-10:30 a.m. at the Chamber of Commerce.
- Angela asked if LHRMA wants to have any involvement or sponsorship in these meetings. Joel stated that it could promote LHRMA as an organization and be an inexpensive way of advertising. The board agreed that LHRMA could find a business to provide a meeting place for one of the meetings and LHRMA would provide the refreshments (e.g., bagels, coffee). Angela will offer this to Joe Gerstandt for an upcoming meeting. Beth will attend the December 7th meeting with Angela and a meeting notice will be included in an upcoming e-mail blast.

**Amy Spellman – Certification**

- Amy will recognize members who received their certification during the spring/summer testing cycles. Amy believes five individuals took the class and four passed.
- Amy stated that she has notified Jamie and Lindsay that she will be resigning her board position. Robbie stated that he knows someone who may be interested in the position.

The meeting adjourned at 12:40 p.m. The board's holiday meeting celebration is scheduled for Wednesday, December 5th, 2018 from 11:30 a.m. to 1 p.m. at the Venue restaurant.

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