**Meeting Location**: Colorado Mountain College, Edwards Campus, Room 230

**Meeting Purpose:** Monthly Board Meeting

**Date:** April 19, 2017

**Present:** Karyne Spadi, Jeniffer Murray, Mellanee Montgomery, Candie Delp, Cherie Chavis, Barb Waters, Jessica Beauchamp

**President’s Update (Michelle)**

* President’s call on Friday:
* Bonita from Mile High SHRM asked the group about ongoing interest in using MHSHRM’s webinars for our members. Everyone agreed that we are interested. They are working on logistics. Follow up – determine if Linda would like to incorporate this into programs.
* Planning still going on for the fall conference
* Nora will send an email blast out in May that will include chapter events (Michelle is sending her upcoming program information)
* Michelle will start working on Bylaws updates in June

**Financial Update (Jeniffer):**

* Pay Pay Balance $250
* US Bank $4,078.98
* 5 Outstanding invoices for this month’s program
* 9 outstanding invoices from the last program, reminders have been sent earlier this week. A few of these did not actually attend the program but did sign up.
* Kim Blackford
* Laura Emrich – Health Links
* Fernanda Montenegro – hyatt
* Carol Deckard – Beaver Creek Lodge
* E. Hastings – CME
* B. Guiterrez – Cordillera Metro District
* Randy Davis – Antlers (payment still not recorded, he said he sent check)
* Tina Petersen – WYNVR
* Miranda – Always Mountain Time
* Discussed the payment policy and agreed that if someone reserves a seat they should be obligated to pay if they don’t show. Jeniffer proposed the idea that participants should pre-pay or pay at the door to prevent collections after the fact. The consensus is that this is a good policy.
* Taxes were filed for 2016.

**Membership Update (Karyne):**

* + 76 active members/3 will expire at the end of April/ 9 pending (2 SHRM)
  + 49 of SHRM Members/27 non-SHRM/64% of Membership are SHRM
  + 10 people have responded to the Kindle promotion. Karyne will resend the promotion to include information on upcoming programs.
  + Karyne suggested a membership renewal promotion to offer the “gap months” at no charge for memberships that expire between now and the new cycle date of July 1st. This will promote renewals and help align memberships to the new cycle.
  + Membership Tier changes
* Individual memberships, two different tiers
* Karyne will suggest names for the tiers and what is included in each

**Programs Update (Linda):**

* April – HealthLinks, Workplace and Stress Management)
* June 13th – Violence in the Workplace – Peter Rudy
* June 18th – 21st – SHRM Annual in New Orleans
* July 13th – Legislative Update, Barbara Wyngarden from MSEC
* August 17th – Angelo Fernandez, title TBD
* September 27th – 29th – COSHRM State Conference in Keystone
* *October/November – Pending*
* December – Holiday Mixer
* *Other program options…*
* Ali and Melissa from ERWSD “Performance Management”

**Marketing and Communications Update (Ali):**

* TBD – we will need an update from Ali.
* Cherie would like to organize an email blast to promote bootcamp.

**Certification Update (Cherie):**

* Certification credits are covered for classes through June
* Discuss Bootcamp – met with Lance on April 6th. Will work with Ali on an email blast.
* Bootcamp will run from August 10th-September 28th, every Thursday from 3pm-6pm. Will try to secure the Avon transit center location again. There will be one open week in the middle of training, TBD since Lance has to travel.
* Pricing has been approved.
  + HCHRA members $650 for bootcamp and SHRM learning system, also includes material costs (about $15-$20 per person)
  + Price for non-members is $800
  + If learning system is already purchased the cost will be $225 for members and $375 for non-members
* CLA call last Thursday – phone line was overbooked with another group so the CO will be rescheduled, date TBD

**College Relations and Workforce Readiness Updates (Mellanee):**

* Rooms are booked for all upcoming events
* Need the time for Angelo’s presentation so the room can be booked
* One more career connections event scheduled for April 26th at 4 campuses, including Edwards. Reevaluating to see if it’s needed this summer.

**SHRM Foundation and Diversity Update (Candie)**

* Jessica took the CLA call. Several ideas we may consider:
  + Photo booth for head shots at an event
  + Book nook for exchange of professional publications.
  + Master series such as employment law (above and beyond programs)
* Would like to have a social hour/networking event with HR professionals in the community. Could be a member drive event as well.
  + Karen and Barb will work together on this.
* SHRM is in limbo with diversity – no recent calls.

**Legislative Affairs Update (Jessica):**

* Three bills introduced. COSHRM stance on the bills hasn’t been determined yet.
  + Retirement savings plan – any employer who doesn’t offer one needs to offer a state plan
  + Prevent any employer from asking about applicant’s criminal record on application
  + Wage replacement for employees without FMLA
* Will meet with Colin next week.

**Other Discussion?**

* June board meeting at Michelle’s house on Friday, June 23rd at 4pm - potluck or appetizers, everyone bring their own drinks. Coincides with Eagle Flight Days – some members may head to the music events following the meeting.