

KPHRA Newsletter

2014 KPHRA Officers

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President

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Brittany Sloan,
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Spring 2014 Post Conference

Conference Highlights...

I cannot say enough what a great job Jo Ann Simpson did on the Spring conference. The workshops and speakers were very wonderful, and even though we didn't want to hear what KRS had to say when it came to Spiking, Rich Mardis was fun to listen to. In addition, the Ali Center tour and dinner was a different idea and am glad it was able to be included in our conference.

If you were not able to make it to the workshop don't worry, this post-conference newsletter will provide you with an overview of what was discussed.

It was great seeing everyone in Louisville and I look forward to seeing everyone at the fall workshop. Stay tuned to more information. Have a great summer!

KPHRA Welcomes New Attendees

We were very excited to welcome two new organizations to the conference:

- Barron River Area Development District
- Bluegrass Area Development District

We hope you enjoyed the conference and had opportunity to network with your HR peers throughout the state. We look forward to seeing you in the Fall.

From The Desk Of...

Craig Bohman, President

As President, I'm looking to appoint a committee to review the existing certification guidelines. Members have asked for changes such as including points for education outside the conference, involvement in HR organizations, and restructuring the experience report form. I have a few volunteers and need a few more. If you are interested, contact Craig Bohman at cbohman@villahillsky.org

A sneak peak the new and improved website, www.KPHRA.org, was given during the conference and should launch shortly.

Presentations-Certifications-Re-certifications

Certification

Missy Andress - City of Erlanger
Cathy Morris - City of Murray
Rita Vaughn - City of Franklin

Conference Workshop Highlights

Navigating KY Police Officer's Bill of Rights

Denver "Denny" Butler, State Representative provided an overview of the Bill Of Rights and examples of how it has been applicable to cities.

Managing Your Retirement Portfolio and Setting Savings Goals (Your Financial Health)

Yvonne Bailey, with ICMA-RC, discussed retirement plan differences, and provided examples of savings in order to reach your retirement goal.

Workforce Initiatives in KY

Cindy Reed, Director – Sector Strategies WIRED65, reviewed the Kentucky Center Website.

Background Investigations and Social Media

Dr. Stephanie Hughes, NKU Professor, discussed risks involved when performing background checks using social media. In addition, Dr. Hughes provided tips on developing background check polices within our organizations.

Mental Health Parity & AEA

Lisa Stamm, esq. with Sherrill Morgan, discussed requirements under the Mental Health Parity and recent updates to the ACA.

Legislative Update

JD Chaney, with KY League of Cities, presented his popular workshop on legislative topics we should be aware of.

Trenching and Shoring

Eli Roberts with KEMI, went through the importance of proper trenching-shoring techniques, and an overview of past employer fines.

KRS – Start and Cash Balance Accounts

Rich Mardis with KRS, gave a refresher on START and the useful functionality it has for verification of previous KRS employment, etc. Rich also gave an overview on the new Cash Balance Account. In addition, Rich answered questions on the popular Spiking topic.

Stress Management

Dave Welcher, St. Elizabeth EAP, provided information on getting through stress in a chaotic world.

Documentation and Social Media

Leslie Bilby, Attorney at DBL Law, provided valuable information on why documentation is so important and when and how to use social media in the workforce.

What Keeps You Up At Night:

Topics covered were:

- FMLA
- Severance Agreements
- KRS and hazardous duty re-certification
- Exit Interviews
- Position postings and job descriptions
- Awards (Recognition) Programs
- Eye Care Benefits

Stress for Less

Dr. Peter Buecker, MD, provided breathing techniques that we could use in our everyday life to deal with stress.

Training People How To Treat You

Trina Koontz, KY Employee Assistance Program, explained to us how each day we are training people how to treat us and gave examples of how to change what we are teaching people.



Look for Board Officer and Board member ballots for 2015 sometime in August, and don't forget to vote!

