

KPHRA Newsletter

Post-Conference 2015

Officers:

Craig Bohman,
President

Vickie Crawford,
President– Elect

Jody Mann,
Treasurer

Karen Domaschko,
Secretary

A big thank you to Craig Bohman for providing the leadership required for a successful conference in Florence, KY! And thanks to all Board members to help develop the outstanding presentations by some very informative and interesting speakers! As always, the sessions were very timely and the conference provided many networking opportunities to assist KPHRA members .



Another big “Thank You” to our conference sponsors: Kentucky League of Cities, MedBen, and Sherrill Morgan. Without their support, our conference would not have been such a success! If you were not able to make it to the workshop, please know that we missed you! This post-conference newsletter will provide you with an overview of what was discussed.

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From the Desk of Craig Bohman KPHRA President

Let me thank those who worked so hard on delivering another great spring conference. Kudos to Vicki Crawford, Martha Cosby, Catherine Morris, Jill Hartley and everyone who put the event together.

I will be working with the KPHRA Board to issue an RFP this summer for administration of our certification program, administrative support and website maintenance and hosting. Currently we contract with the KCADD for certification and admin help, and with Jon Croley for our website (he built it when we were with EKU). I expect to have recommendations to present to the board and membership at our fall workshop.

Our Fall Workshop will be in Lexington on November 5th. Mark your calendars and I look forward to seeing you there.

Conference Summary

Distractions: Getting Back On Track— presented by James Driver, Federal, State, and Local Government Specialist for the Internal Revenue Service. Mr. Driver has a unique style that blends humor with inspiration. He had us in stitches as he discussed four traps in the workplace that can prevent employees from excelling on the job. Unrealistic expectations, the “significance” trap, the money trap, and the retirement trap.

PPACA Update— presented by Lisa Stamm of Sherrill Morgan. Lisa provided a synopsis of the upcoming reporting requirements for employers, and updated everyone on implications of the Cadillac Tax for 2018.

Legislative Update— Tyler Campbell, KLC’s Governmental Affairs Communications Manager, provided a summary of this year’s legislative action which affects cities and municipal organizations. Of particular interest to KPHRA members was the KRS spiking rule, which was not cleaned up or altered at the most recent legislative session. KPHRA president Craig Bohman plans to attend KLC’s Board of Director’s meeting in June, so anyone who has particular thoughts or issues related to spiking is encouraged to contact Craig with your concerns (preferably in writing) prior to this meeting.

SHERPA Coaching— Judith Colemon Kinebrew provided an interactive session on leadership and coaching. Attendees were paired up with each other to practice skills she taught.

What Keeps You Up At Night — This is a session that members look forward to every year. Cathy Morris facilitated this discussion of emerging issues and how each organization addresses them. Thanks to Cathy for an informative and lively discussion!

Internal Investigations — Larry Klein, city manager for Covington, KY shared his experience concerning the discovery that the city’s finance director had misappropriated \$793,000 of City funds over 12 year period. This session reviewed the timeline of events, how the situation was handled, and the follow-up activities that were put in place to prevent future thefts (such as implementing internal controls) and increase transparency to the public it serves.

Personnel Handbooks — Andrea Shindlebower Main, KLC’s Personnel Services Specialist, provided attendees with a comprehensive review of policies that should be included in your organization’s employee handbook. This session provided a lot of useful, relevant information to attendees.

KRS Update— Gary Toy and Coleman Shouse with KRS provided an update on KRS activities. Although there are no upcoming changes to report, this session provided a venue for us (KRS employers) to convey our frustrations with recent spiking legislation, delays with sick leave billing, and administrative concerns.

Criminal Background/Conviction History— This webinar session, a first for KPHRA, was presented by Kimberlee Walden and Janina Villanueva from the City of San Francisco. They have developed a method for evaluating criminal conviction types and comparing them against job characteristics for which the candidate has applied, thereby establishing whether a nexus existed that would potentially disqualify the candidate from the position.

How To Handle and Protect Yourself During Difficult Employee Situations, Lt. Shawn Ward from the Kenton County Airport Board discussed active shooter procedures and provided insight for human resources personnel to prepare for the unexpected when dealing with employees or customers.

Scary Recent Rulings in Employment Law Claire Parsons of Adams, Stepner, Woltermann, and Dusing in Covington shared some recent rulings regarding ADA issues for which employers should take note.

Exempt vs. Non-Exempt Status— Robert Horine, Field Investigator with the Employment Standards Division of the Kentucky Labor Cabinet summarized many tricky areas of Kentucky’s wage and hour laws, including how to evaluate positions for exempt vs. non-exempt and rules for overtime calculation.

The Role of the FBI in Data Breach Investigations— Dan Jackman with the FBI’s Cyber Crime Task Force described the various ways hackers breach network systems and gave tips ways to avoid being a victim as well as what to do if you experience a data breach.

KPHRA Certification/Recertification

The KPHRA Certification Program is distinguished from other certification programs for public human resources professionals by:

1. its focus on the public sector, and the particular problems and needs of public sector Human Resource Administrators in KY; and
2. its emphasis on developing and maintaining knowledge about contemporary public sector problems and issues; and
3. its role in facilitating professional interaction and exchange among Human Resource peers in KY.

In addition, credit in the program may count towards SHRM certification.

For more information about the certification and re-certification program visit our web-site at www.kphra.org or contact:

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**MARK YOUR CALENDARS!
KPHRA FALL CONFERENCE
NOVEMBER 5, 2015
LEXINGTON, KY**



**KENTUCKY
PUBLIC
HUMAN
RESOURCES
ASSOCIATION**

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Board Members

Board members to serve remaining term through 2015:

Kim Clemons
Vicki Crawford
Catherine Morris
Jim Roberts

Board members to serve a 2-year term through 2016:

Karen Cracraft
Martha Cosby
Connie Galloway
Jill Hartley

**THANKS TO THESE ORGANIZATIONS FOR SPONSORING THE
2015 SPRING CONFERENCE!**

