

KPHRA Post Conference Newsletter

Post-Conference / Summer 2016

Officers:

Vickie Crawford,
President

Lori Gray,
President– Elect

Jody Mann,
Treasurer

Kathy Rhineheimer,
Secretary

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From the desk of KPHRA President Vicki Crawford...

Thank you to all who were involved with making the 2016 spring conference a huge success, it was by far one of the largest turnouts I've seen at a conference. And a big "Thank You" goes to our conference sponsors as well - Kentucky League of Cities, MedBen, and Sherrill Morgan - whose support contributed to a successful event! Between the workshops and networking with some awesome people, I walked away with quite a to-do list, which happens every year – this will eventually have to stop!

As I mentioned at the business meeting, later this summer we will be sending out officer and board election ballots for 2017. If you are interested in one of these positions please write yourself on the ballot form or ask someone to write you in. We are always looking for new faces and fresh ideas!

Have a great and safe summer!
See everyone on November 3rd
for the fall workshop.



**MARK YOUR CALENDARS!
KPHRA FALL WORKSHOP
NOVEMBER 3, 2016
LOCATION: TBD!**

2016 Spring Conference Summary

Personnel Files — presented by Andrea Shindlebower Main (Personnel Services Specialist, KLC) Ms. Main provided a detailed presentation containing best practices for keeping your personnel files legally compliant. After her presentation, many of us realized that we needed to audit our personnel files and to consider online storage as some organizations have already done.

How to Survive an OFCCP Audit — presented by Huda Melky (retired, former Title IX Coordinator, WKU) Ms. Melky gave some practical advice for those who may in the future receive a letter from the federal government questioning the organization's employment and/or hiring practices.

Health Care Reform Update — presented by Lisa Stamm, ESQ (Vice President, Consulting Services for Sherrill Morgan) Ms. Stamm provided an overview of ACA issues (SBC requirements are changing, and the Cadillac Tax which has been postponed until 2020) that employers need to pay attention to, as well as an update on subsidy notifications, ACA in the courts, and presidential election implications on health care. Her presentation included some humorous visuals comparing perception vs. reality.

Hot Topics in Healthcare — presented by Mike Williams (CEO for Sherrill Morgan) Mr. Williams gave us some information about industry consolidation (Aetna/Humana is still on track, but Anthem/Cigna could be delayed), "grandmothered" health plans, and some new types of health care offerings (level funded plans and referenced based pricing plans).

Interviewing — Vickie Elrod (WKU trainer, retired HR professional) Ms. Elrod has many years of experience in supervision and had some good tips and practices for recruitment, interviewing and selection of the best candidate.

Preventing Workplace Violence — David Weisbrodt (Safety Manager with the City of Bowling Green) Mr. Weisbrodt shared his experiences and expertise concerning workplace violence, including videos and best practices for recognizing potential situations.

Legislative Update — JD Chaney (Deputy Executive Director, KLC) Mr. Chaney always provides our group with the important legislative changes that affect cities, counties, and HR professionals. Especially of interest to the group are changes related to KRS rules. Mr. Chaney remains committed to fixing the unpopular "spiking" rule that affects KRS employers.

Workers Comp Basics — Gary Musgrave (Senior Loss Control Consultant, KLC Insurance Services) Mr. Musgrave works specifically with cities and utilities on WC issues, and he provided an overview about workers compensation, the types of claims, the litigation process, and risk management practices.

HR Q&A — This is an interactive session in which members ask questions on the hot topics they are dealing with. Vicki Crawford facilitated this discussion which included: FLSA changes, OT management related to KRS spiking, attendance policies for hourly vs. salary employees, taxable vehicle use, GPS tracking of fleet, bullying of employees by city council or board members, phone scam by a company called "Minority Success", KLCIS' WC program called Company Nurse, policy for inclement weather days, and policy requirements for electronic time clocks. Thanks to Vicki Crawford for administering this beneficial discussion!

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Drug Task Force Presentation — Alex Wright (Master Police Officer, Bowling Green Police Department) Officer Wright provided our group with information about new trends in drug use in Kentucky and updates on the fight against methamphetamine abuse and meth labs.

TEAMS Workshop — Vincent “Skip” Wirth (teacher, trainer, speaker, coach) Mr. Wirth was a welcome diversion for the last session on of the conference! He used team building activities to draw conclusions about what makes a team successful and made us realize that the most successful teams have FUN. The weather was perfect for the outside exercises we performed using blindfolds, ropes, hula hoops, and balloons. Wow, we really had FUN! What a perfect ending to an amazing conference!

Congratulations!

**Congratulations to Linda Bartels, Kathy Rhineheimer and Mary Smith!
These members will all receive a gift card for their participation
in the Spring Conference membership drive.
Keep an eye out for KPHRA’s next membership drive raffle!**

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 issues and concerns Human Resource professionals serving public agencies in KY; and
2. its role in facilitating professional interaction and exchange among public sector Human Resource peers in KY.

In addition, credit in the program for a two-and-one-half day Spring Conference and/or a one day Fall workshop may count towards SHRM and HRCI certification. Each of these events is value-priced at less than the cost of one credit hour that other professional organizations charge.

For more information about the certification and re-certification program visit our website at www.kphra.org.

**KENTUCKY
PUBLIC
HUMAN
RESOURCES
ASSOCIATION**

Contact Information

Officers

Vicki Crawford, President-
Human Resources Manager
Sanitation District No. 1
1045 Eaton Drive
Ft. Wright, KY 41017

Jody Mann, Treasurer
BGMU
801 Center Street
P.O. Box 10300
Bowling Green, KY 42102-7300

Craig Bohman, Past-
President
City of Villa Hills
Rogers Road
Villa Hills, KY 41017

Lori Gray, President-Elect
Benefits Manager
City of Bowling Green
1001 College Street
Bowling Green, KY 42101

Kathy Rhineheimer, Secretary
City of Nicholasville
517 N. Main St.
Nicholasville, KY 40356

Board Members

Board members to serve remaining term through 2016:

- Karen Cracraft
- Martha Cosby
- Connie Galloway
- Jill Hartley

Board members to serve a 2-year term through 2017:

- Kim Clemons
- Karen Domashko
- Deborah Ison
- Cathy Morris

**THANKS TO THESE ORGANIZATIONS FOR SPONSORING THE
2016 SPRING CONFERENCE**

