

Officers:

- Lori Gray,
President
- Martha Cosby,
President– Elect
- Craig Bohman,
Treasurer
- Kathy Rhineheimer,
Secretary

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Greetings from the President...

Thank you to Martha Cosby, her staff, and all involved in making the 2017 spring conference a huge success! The speakers, venue, events, networking, and food were amazing. Thanks also goes out to MedBen, Kentucky League of Cities, Sherrill Morgan, and Kentucky RX Card Program, this year's conference sponsors, for their support in making this year's conference possible.

As I mentioned at the business meeting, this summer we will be sending out a survey to collect data from our members regarding the certification provided by KPHRA, and we will also be sending officer and board election ballots for 2018. 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 wonderful summer! See everyone on November 2nd for the fall workshop.

Lori Gray, KPHRA President



Conference Summary

If you missed the Spring Conference, you missed one remarkable event! Below is a summary of the sessions from which we learned new tips and tools to hone our trade.

A big thanks to Martha Cosby and her team for developing this curriculum!

HR Essentials—Amy Letke (IntegrityHR) provided a review of what every HR professional should consider for their organization. It was an excellent refresher session and caused participants to re-think some of their policies and procedures.

Five Dysfunctions of a Team—Tad Long (KLC) identified the key factors that cause an ineffective team environment. He further challenged the group to break out into smaller groups and learn about each other by answering 5 ice-breaker questions. He encouraged members to remember this activity, as it can be a key ingredient to the start of a great team.

Smart Conversations—Bobbie Bryant (KLC) headed up a 2-part session on how to have successful communication (and honestly, these tools are useful for all areas of our lives!) that creates shared meaning and conveys authenticity. We especially liked the “do/don’t” tool for having difficult conversations with our co-workers.

Engaging Your Workforce Through Effective Communications—Jamie Holtzapfel (Core Consulting) led an engaging session about how to create messaging using the 27/9/3 method (27 words, 9 seconds, 3 key messages).

Update on the ACA—Lisa Stamm (Sherrill Morgan & Associates) provided an update of the ACA and recent repeal and replace efforts.

Minding Off the Clock Behavior/Potential Issues of Ban the Box—Jessica Miller (KLC) offered some best practices in light of how social media can influence the interview and selection process. She also touched on some interesting cases regarding social media and the Fourth Amendment. Finally, Ms. Miller explained the Ban the Box initiative and how it can give applicants a chance to create a positive impression of their character and gives them a chance of success in the interview process before having a their past criminal mistake impact their ability to get an interview, let alone negatively impact their future indefinitely.

Open Records/Open Meetings Requests as it Pertains to Personnel—Morgain Sprague (KLC) reviewed the policy of Open Records, what records are covered, records that are excepted, and best practices for organizations subject to Open Records.

Soft Skills Boot Camp—Greg Coker (Soft Skills Boot Camp HQ) provided a high energy discussion about soft skills, the lack of which can drive employees, customers, and many others away from your organization. He shared that the top 4 reasons that employees remain engaged in their job are: having a personal relationship with their supervisor, opportunity to apply their skill and talents, feeling appreciated, and having friends at work.

KY RX Card Program—Rick Miller handed out the KY RX Card to all participants and explained how the free program could help Kentuckians with the cost of their prescriptions.

Legislative Update — JD Chaney (KLC) always provides our group with the important legislative changes that affect cities, counties, and HR professionals. Especially of interest to the group was the removal of spiking bills to employers, and CERS separation from KRS. He provided an overview of many legislative items of interest to cities and public entities.

What Keeps You Up At Night—Vickie Crawford moderated this popular, interactive session where members ask questions on the latest issues which they are encountering at their organizations. It’s a great session for feedback and new ideas from your fellow HR associates.

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.

See you at the KPHRA Fall Conference! (Location: TBA soon!)

And a little
HR humor:



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“We’re looking for someone with the wisdom of a 50-year old,
the experience of a 40-year old, the drive of a 30-year old
and the paycheck of a 20-year old.”

**KENTUCKY
PUBLIC
HUMAN
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Board Members

Thank you to our Board Members, who serve a 2-year term:

Serving through 2017:

- Kim Clemons, Northern KY Water
- Karen Domashko, Northern KY Health Dept.
- Deborah Ison, KLC
- Cathy Morris, City of Murray

Serving through 2018:

- Kenneth Grabara, City of Hopkinsville
- Jody Mann, Bowling Green Municipal Utilities
- Rita Vaughn, City of Franklin
- Lori Zombek, Boone County

thank you!

THANKS TO THESE ORGANIZATIONS FOR SPONSORING THE 2017 SPRING CONFERENCE:

