



Minnesota Counties Human Resource Management Association

125 Charles Avenue, St. Paul, MN 55103-2108

www.mchrma.org

MCHRMA Business Meeting Minutes - D R A F T

May 2, 2019

8:30 a.m. – 9:15 a.m.

MEMBERS Present:

Liz Auch (Countryside PH)	Judy Hill (Cook)	Allen Paulson (Clearwater)
Melanie Ault (Carver)	Erin Hornberger (Freeborn)	Candace Pesch (Freeborn)
Darren Brooke (Clay)	Shawn Huth (Wabasha)	Janelle Peterson (Koochiching)
Peter Brown (Redwood)	Thomas Jensen (Freeborn)	Stephanie Roggenbuck (Wilkin)
Mindy Carter (DVHHS)	Julie Johnson (Steele)	Trish Schulz (Jackson)
Julian Currie (Olmsted)	Mikkell Johnson (Meeker)	Lisa Schumann (Watonwan)
Bobbie Danielson (Aitkin)	Schawn Johnson (Wright)	Joan Schwarz (Scott)
Denelle DelZoppo (Pope)	Lee Katzmarek (Douglas)	Melissa Sexton (Waseca)
Laura Elvebak (Blue Earth)	Kristina Kohn (Fillmore)	Susan Skattum (Rock)
Kevin Erickson (Pennington)	Whitney Krebs (Nicollet)	Ashley Soine (Yellow Medicine)
Dawn Fellows (Faribault)	Sue Luing (Nobles)	Jennifer Thorsten (Stearns)
Meliene Fontaine-Laska (Crow Wing)	Johanna Mattson (Benton)	Linda Tran (Beltrami)
Lindsey Giese (Isanti)	Carolyn McDonald (Lyon)	Julie Walters (Martin)
James Gottschald (St. Louis)	Gina McGuire (Steele)	Jill Wegerer (Sherburne)
Dawn Gregoire (Big Stone)	Lisa Meier (Sherburne)	Lisa Weiss (Kandiyohi)
Jamie Haefner (Nicollet)	Connie Mort (Kandiyohi)	Cindy Westerhouse (Le Sueur)
Lynn Hart (Itasca)	Sheila Murphy (McLeod)	Sharon Westhoff (Stearns)
Alecia Helms (Polk)	Amanda Ness (Swift)	Cammie Young (Lake)
Jenny Herman (Koochiching)	Lisa Neutgens (Renville)	
	Sara Ogren (Todd)	

CALL TO ORDER

The Spring Business Meeting of the Minnesota Counties Human Resources Management Association was called to order by President Peter Brown on May 2, 2019 at 8:30 a.m.

INTRODUCTIONS

Introductions were made of the Officers and Members. Peter welcomed the following new MCHRMA members:

APPROVAL OF AGENDA

Motion by xxx, seconded by Susan Skattum (Rock), seconded by Amanda Ness (Swift), to approve the April 19, 2018 MCHRMA Business Meeting Agenda as presented. The motion carried.

APPROVAL OF MINUTES

Motion by Johanna Mattson (Benton), seconded by Al Paulson (Clearwater) to approve the October 5, 2018 MCHRMA Fall Business Meeting Minutes as presented. The motion carried.

FINANCIAL REPORT

MCHRMA Treasurer Sue Luing (Nobles) reported on the March 31, 2018 financial statement:

- The fund balance at December 31, 2018 was \$49,962.
- 2019 dues collection is \$11,700.
- The balance as of March 31, 2019 is \$58,684.
- Current registration for the Spring Conference is 64, compared to 54 in 2018.

MOTION by Susan Skattum (Rock), seconded by Carolyn McDonald (Lyon) to accept the Financial Statement as presented. The motion carried.

MISCELLANEOUS ITEM UPDATE

- **Direct Deposit Scam Hitting Counties:** County employees are being sent emails directing a change in employees direct deposit information and it's a scam. Redwood implemented new policy that change forms need to be completed and hand delivered to get information changed. Not via email. Scam money was being routed to a pre-paid American Express card that is very difficult to trace. Olmsted County also got one from a fake new vendor asking for payment via direct deposit. If you are affected by or see a new scam – please share the information.
- **Update on HR Public Sector Mentoring Program:** Jamie Haefner volunteered to start a mentoring committee and is looking for people to be on that committee.
- **Recruiting on Social Media:** Twitter, Instagram and Facebook. Some are using snapchat, but not many. Clay county started emailing all job descriptions to all employees and it has worked well.

LEGISLATIVE UPDATES

MCHRMA Legislative Liaison Jamie Haefner gave a brief legislative update on the following issues active this legislative session with the assistance from AMC Policy Analyst Matt Hilgart who is unable to attend this meeting due to hearings at the Capitol. Issues discussed were Paid Family and Medical Leave, Salary cap changes, Sexual Harassment, Differential Pay, Data Practices—Data Breach Legislation, Data Practices—Email Retention, Pensions-PERA Aid and PERA Pro.

TRAINING OPPORTUNITIES

- AMC Leadership Summit that was held April 3-5. Please try to attend this Conference in the Future.
- MCIT: Managing the Human Resource – June 19-20 in St. Cloud
- MCIT: Data Practices for Responsible Authorities – June 27 in St. Cloud
- MCIT: Regional Risk Management Workshops
 - September 11 in Mankato
 - September 18 in Bemidji
 - September 19 in St Cloud
- MCIT: Regional Worker's Compensation Workshops
 - October 23 in Bemidji
 - October 24 in St. Cloud
 - October 30 in Mankato
- AMC Regional Workshop: Millennial Madness & More – Various locations August-October

FALL CONFERENCE

The MACA/MCHRMA Fall Conference is scheduled for October 2-5, 2018 at Ruttger's Bay Lake Lodge.

SPRING 2020 CONFERENCE PLANNING

The MCHRMA 2020 Spring Conference will be held the first or second week of May in 2020. Laurie is looking at a new Hilton on Division street that is slated to open in July 2019.

2017 OUTSTANDING HUMAN RESOURCES PROFESSIONAL OF THE YEAR AWARD

Peter Brown thanked members for submitting names to receive the annual Outstanding Human Resources Professional of the Year award. He announced that Carolyn McDonald from Lyon County has been chosen as the recipient of the award and a post humous award will be given in Krista Amos' name.

Carolyn McDonald is a past president and leader of the MCHRMA organization and goes out of her way to reach out to new HR professionals, to welcome them to county government, provide with support and knowledge and inform them of trainings that give them the tools that they need to grow in their new position.

Krista passed away unexpectedly in October 2018. While in her role as the Director of Human Resources for Blue Earth County, Krista was in the same role for the City of Mankato and was the Executive Director of the Minnesota Valley Council of Governments. Her career was her passion and her passion was talent development and encouraging everyone to be their best. Many HR professionals in the state will agree that if they knew Krista, they were influenced by her professionalism, knowledge, mentorship, sense of humor, and art of knowing when the battle was worth fighting for the greater good. When supervisors have given up on employees, Krista did not until she knew that every opportunity had been provided to that employee. Many in public service are successful today due to her support and encouragement. She knew details and history like no one else. She could meet a person once and then 5 years later still remember every detail from the conversation (even though she never quite seemed to remember she had told you a story...5 times before.)

Krista supported collaboration and improvement in every area of local government. The collaboration of the Blue Earth County and the City of Mankato in the leadership of Human Resources functions and purchases have saved both organizations money over the year, as well as, provided greater bench depth to both Human Resources teams.

Her work with The Minnesota Valley Council of Governments reinforced that value and role of smaller cities and counties, while providing access and expert technical support cost effectively, including in the area of Human Resources (how many small cities and counties have access to an HR expert such as Krista Amos when dealing with basic or complex HR issues?)

Krista not only mentored HR professionals; she mentored supervisors, department heads, chief administrators, and employees. In Blue Earth County, it is not uncommon to this day, for a group of supervisors to talk through how they think Krista would look at the issue. Job titles and years of service were not important to Krista. Krista taught anyone she met on their value and obligation to public service.

Krista has presented to various groups regarding public service and HR, oversaw interns, and took "chances" on newly graduated or non-traditional applicants and provided them with resources, support, and opportunity to participate in all areas of Human Resources.

ADJOURN

The MCHRMA Business Meeting adjourned at 9:15 a.m.