

Healthcare Human Resources Association of Minnesota - An Affiliated Chapter of ASHHRA - American Society for Healthcare Human Resources Administration & American Hospital Association



Letter from the President

By Lois Slick, MBA

President's Report

It looks like summer may be finally here! I hope you have some fun events planned and are able to take some time to enjoy our short Minnesota summer. Before you know it we will be seeing each other at the Fall Conference in September. I am helping to plan the event and know that it is going to be a great conference, so I am very excited about it!

I would like to thank Shannon Demgen for taking the lead on our Spring Conference. For those of you who were lucky enough to attend you know what a great event it was! Planning a conference such as this takes a lot of coordination and hard work. Also, a big thank you to Chad Engstrom, Business Partner Liaison. Without his relationships with our Business Partners, as well as his dedication and hard work, we would not be able to sponsor these great events.

The national ASHHRA conference is coming up soon as well. This year's conference will be held in Seattle, Washington September 16th – 19th. Several of our members will be attending this year. If you are interested, HHRAM does offer a scholarship in which you could take advantage of to help cover costs. The application is available on the HHRAM website www.hhram.org.

I want to thank you again for your continued support of HHRAM. I have been active with HHRAM for many years and consider the opportunity to serve you in this capacity invaluable. Thank you for your support and participation!

2017 HHRAM Chapter Goal Update:

1. Restructure Board to involve business partners.
2. Capitalize on the capabilities of the new Wild Apricot system by December 2017. **(Completed)**
3. Decide on conference direction – 1 conference or 2 for 2018. **(Completed)**
4. Salary Survey Participation – Maintain within 5% of 2016 participation. **(Completed)**
5. Membership Goal: Board members reach out to active members to attempt to solicit engagement. **(Completed)**
6. Independent audit of financials completed by July 2017.

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2017 HHRAM YTD FINANCIALS

Account #	Income	2017 Actual YTD Thru May	2017 Yearly Budget
45030	Investments – Interest Savings-CD’S	7.09	\$120.00
46435	Other Income (ASHHRA Award)	0.00	\$1,000.00
47245	Program Income (Salary Survey)	0.00	\$7,000.00
47230	Membership Dues Income	6,900.00	\$15,000.00
49000	Conference Income		
49010	Spring Conference Registrations	15,200.00	12,000.00
49011	Spring Conference Business Partners	21,040.00	19,000.00
49015	Fall Conference Registrations	0.00	12,000.00
49016	Fall Conference Business Partners	0.00	20,000.00
	Total 49000 – Conference Income	\$36,240.00	\$63,000.00
	Total Income	\$43,147.09	\$86,120.00
Account #	Expense	2017 Actual YTD Thru May	2017 Budget
60100	ASHHRA National Conference	\$1,650.00	\$7,500.00
61000	Conference Expense		
61002	Spring Conference Expense	7,960.50	27,000.00
61003	Fall Conference Expense	298.96	30,000.00
	Total 61000 – Conference Expense	\$8,259.46	\$57,000.00
62100	Contract Services		
62110	Accounting & Management Fees	2,162.00	9,000.00
62150	Outside Contract Services (tax return)	0.00	1,200.00
	Total 62100 – Contract Services	\$2,162.00	\$10,200.00
62190	Education	\$0.00	\$300.00
64000	Membership Expense	\$160.00	\$600.00
65000	Operations		
65015	Monthly Headquarter Fees	200.00	480.00
65020	Postage Mailing Service	1.92	300.00
65030	Printing and Copying	7.00	60.00
65040	Supplies, Mileage, and Sales Tax	981.05	2,700.00
65060	Scholarships	500.00	3,500.00
65070	Website Maintenance	80.00	720.00
	Total 65000 – Operations	\$1,769.97	\$7,760.00
65100	Other Expenses (inc D & O ins)	\$2136.00	\$525.00
68300	Travel and Meetings		
68310	Board and Committee Meetings	0.00	1,200.00
68320	Regional Meetings	0.00	900.00
	Total 68300 – Travel and Meetings	\$0.00	\$2,100.00
	Total Expense	\$16,137.43	\$85,985.00
	NET INCOME	\$27,009.66	\$135.00

HHRAM Board Meeting Dates for 2017

This year in an attempt to be good stewards of our resources, the HHRAM board has opted to do a combination of conference call meetings as well as in person meetings. We are hoping this new model will help allow our current Board Members as well as future members to be a part of the Board without as much travel and time away from the office involved. Future dates are as follows:

Jul – No meeting

Aug 18th – Minnesota Gastroenterology, 2550 University Ave W, Suite 423 South, St. Paul, MN

Sep 26th – Sugar Lake Lodge, Grand Rapids, MN (in conjunction with the Fall Conference)

Welcome to our New Members!

Kelli Ramirez
Pediatric Home Services
HR Manager

Charlene Sorenson
Emergency Physicians PA
HR Manager

Amy Scheid
John A Haugen Associates, PA
Human Resources Manager

Jennie Buettner
Pediatric Home Services
Compensation & Benefits Manager

Angele Guillaume
OSI Physical Therapy
Human Resources Director



Robin Falde
Gillette Children's Specialty
Healthcare
Sr. Compensation Analyst

Kristy Lausted
Gillette Children's Specialty
Healthcare
HR Business Partner

Connie Grindeland
LifeCare Medical Center
Human Resources Generalist

ASHHRA Update – Greetings from your Region 6 ASHHRA Consultant – Karen Gillespie

It is my pleasure to offer a quick check in with members of Region 6! I have had the amazing opportunity to attend Spring Conferences in both Kansas with KHHRA members in April and Minnesota with HHRAM members just last week (in June). It has been a fabulous representation of what great work is happening in both states of our ASHHRA Affiliated Chapters.

I have enjoyed getting to share ASHHRA's amazing membership benefits to both groups including the new **ASHHRA Exchange**, a new private online community which offers networking capabilities in a mobile friendly way. For information about getting started on **ASHHRA Exchange** visit the ASHHRA Website www.ASHHRA.org. I am so excited for the upcoming ASHHRA Conference in September. I hope to see some of your familiar faces. Lastly don't forget about ASHHRA's certification opportunity for HR professionals, Certified in Healthcare Human Resources (CHHR). You can visit the ASHHRA website for more information on CHHR.

Please let me know if you have any questions, or need anything. My contact information is below. Feel free to reach out at any time.

Karen Gillespie

ASHHRA Regional Consultant – Region 6

Director, Human Resources

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HHRAM 2017 Spring Conference



HHRAM Spring Conference: No Excuses, It's Time to Lead!

Accountability: An employee's belief as to whether or not they can have impact over their own outcomes and results. Cy Wakeman introduced us to this definition and how to develop accountability during her keynote presentation at the HHRAM Spring Conference. Cy was very inspiring! Check out her YouTube channel: [Cy's new YouTube channel](#)

Thank you to everyone that attended the HHRAM Spring Conference on June 8th and 9th! It felt more like summer with the beautiful weather that week but we had over 70 healthcare leaders in attendance at the conference. The speakers shared some great leadership skills and there were several opportunities for networking.

We hope to see you at the HHRAM Fall Conference in September! - Submitted by Shannon Demgen



Member Spotlight : Caity Eggen, SPHR, SCP

What's your current job? Chief Human Resources Officer, Cuyuna Regional Medical Center

How long have you been a member of the HHRAM? Almost 2 years

What's your favorite moment of your career so far? Hmm, tough question as I've been blessed so many times. Probably presenting at the Minnesota Hospital Association annual conference on the Ambassador Program that our company developed.

What was your childhood dream job? I wanted to be a doctor (that is why I chose healthcare HR!)

If Hollywood made a movie of your life, who would you like to see play the lead role as you? Sandra Bullock

What is the best professional advice you've received? Be afraid of the conversations you aren't having not the ones you are.

Business Partner Spotlight:



USI, Hanratty & Associates

– A Valued HHRAM Partner for Over 20 Years!

Business Partner Spotlight: USI (formerly known as Hanratty & Associates)

USI, formerly known as Hanratty & Associates, has built a longstanding partnership with this great organization where we have made lifelong friendships and business partnerships. One of the favorite aspects of being involved with HHRAM has been the involvement in the planning and the participation of the fun and educational fall and spring conferences. We started this tradition back in the day with our Casino Nights and continued the tradition with many other participation events. These conferences are a great way to network and provide valuable knowledge to the members of HHRAM. We have not only been a business partner, but a trusted business advisor and friend to so many members.

In an effort to continue to be one of the most competitive firms in the state, Hanratty & Associates sought out a partner beginning late 2015, early 2016. Part of our criteria for this decision was to find a partner that has the same core competencies, culture, innovative mind-set, and service expectation for our clients. We also wanted to be able to operate with the same employees that had grown Hanratty to what it is today. In this search, we found our perfect match with USI Insurance Services. In April of 2016 Hanratty & Associates officially became part of the USI umbrella. This partnership has been even more fruitful than we could have imagined. We now have the network and resources of the leading middle market brokerage in the United States and still operate with the same employees that made Hanratty so successful. This partnership furthers our ability to serve our clients and partners within HHRAM.

USI is a leading local and national insurance brokerage and consulting firm, delivering employee benefits, property and casualty, personal risk and retirement solutions throughout the United States. Headquartered in Valhalla, New York, USI has over \$1.3 billion in revenue, employs more than 4,400 professionals and operates out of 140 local offices serving every state. USI has become a premier insurance brokerage and consulting firm by leveraging the [USI ONE Advantage](#)[®], an interactive platform that integrates proprietary and innovative client solutions, networked local resources and enterprise-wide collaboration to deliver customized results with positive, bottom line impact. USI attracts best-in-class industry [talent](#) with a long history of deep and continuing investment in our local [communities](#).

USI is built upon a tradition of integrity, industry leadership and excellence. We are committed to delivering tailored benefit solutions with thoughtful strategic planning, valuable professional services and technology-based solutions that result in sustained customer and employee satisfaction. Through initiative and follow-through, we help our customers find answers, implement solutions and anticipate consequences.

USI has assembled the finest staff of benefits professionals whose experience is matched by their intelligence and integrity. Currently we employ 45 employees in the Minneapolis office and over 4,400 nationwide. We further arm them with continuous education, training and cutting-edge technical resources. These highly specialized consultants have helped us build our reputation for excellence and fuel our growth. We are proud of our long history of servicing the employee benefits needs of employers in Minnesota and across the country since 1979. We have many specialties as an agency; one of those specialties is working with the healthcare industry and HHRAM.



Governor's Veto Means Sick Leave Ordinances are Official on July 1

**Grant Collins, Attorney
Felhaber Larson**

Governor Mark Dayton has wielded his veto pen so Minneapolis and St. Paul employers must get ready for new sick leave legislation that takes effect on July 1.

The Minnesota Legislature had proposed a legislation that would have prohibited any attempt by local governments to adopt and enforce laws and policies related to private-sector employment relationships, including mandating a higher minimum wage and sick leave.

The original bill (HF 600) failed to pass both houses before the end of the session on May 22. After a special session was called, a new bill (SF 3) was passed that included the preemption language from original bill. The new bill also included several provisions designed entice Governor Dayton to sign the bill.

The Veto is Official

However, the Governor followed through on his promise to veto the bill. His press release stated:

The role of state government is to set minimum standards for workplace protections, wages, and benefits, not maximums. Should local officials, who were elected by their constituents in their communities, approve higher wage and benefit levels to meet the needs of their residents, they ought to retain the right to do so.

As a result of the Governor's veto, the sick leave ordinances in Minneapolis and St. Paul will go into effect on July 1, 2017. This is because the appeal that was filed by the Minnesota Chamber of Commerce will not be heard by the Minnesota Court of Appeals until July 11th, and a decision likely will not be issued for 90 days thereafter.

Bottom Line

Employers with operations in Minneapolis or St. Paul should start preparing for the new sick leave ordinances now. This may include updating current policies, promulgating new policies for previously-ineligible employees, updating handbooks, and obtaining the necessary posters.

2017 HHRAM Fall Conference

Get ready for an awesome adventure at Sugar Lake Lodge in Grand Rapids, MN! Our 2017 Fall HHRAM Conference, "Healthcare Changes: From Surviving to Thriving", will be held on June 27th – 29th. The theme for this year's Fall Conference is based around the "Survivor" television series. If you are interested in having some fun with the theme, come dressed for the occasion or bring any trinkets that fit the theme. A prize will be given to the member best representing the Survivor theme!

Some of the speakers/topics for this event include the following:

Holly Hoffman- (Survivor Nicaragua) "Never Give Up – The Survivor Way"
Mike McKinley, Speaker/Author – Leadership for Today and Tomorrow... Beyond Surviving
Michael Stewart – Culture Management, Organizational Development & Effectiveness
Grant Collins, Attorney – Legal Update
Vital Work Life – Learned Optimism
Mark Nelson, Attorney – Labor Relations & ACA Panel
Career Builder – Talent Strategy Workshop
Dave Nelson, President, CHI St. Francis Health – ACA Panel
Vicki Fulton, Performance Excellence Coordinator, CHI LakeWood Health – Change Acceleration Process & Workout

Also, you won't want to miss our **Murder Mystery Dinner Theater!** I look forward to seeing you at the conference!

Save the Date

HHRAM Fall Conference
Sugar Lake Lodge – Grand Rapids, MN
September 27-29, 2017



The 2017 Fall Conference will be held at beautiful Sugar Lake Lodge in Grand Rapids, MN on September 27-29th. Prepare yourself for a “Murder Mystery” Dinner Theater – included in your registration! Also, come prepared for our “Survivor” theme if you so wish!