



MEETING NOTES

November 10, 2011
8:30 a.m. – 10:00 a.m.
Coca-Cola Community Room
605 Washington Street

The meeting was called to order by Deanne Aholt.

General Discussion

A variety of topics was discussed in a round table forum at the November SHRMC meeting.

Among the topics was a discussion on ADA and the new policies and procedures that the law update will introduce. What is considered an accommodation and how accommodations are handled was addressed. Types of accommodations most groups are handling are keyboards, office setups, and chairs. Lisa Angeles with the Stay at Work program was mentioned. See past SHMRC minutes and presentations for more on the Stay at Work program. Leon Lawson from DoLIR has been helping agencies with ergonomic evaluations.

Social media policy was another topic. Many in attendance were interested in the debate on management versus policy. There were potential union issues brought up with employees creating pages bashing clients and customers. Some agencies have implemented or are working on policies. Others are using existing policies, such as use of state resources for non work related purposes, base internet usage policies, confidentiality policies, or 1 CSR 20-3.070 (2)(G).

Office of Administration Accounting Update – Libbie Farrell

The Division of Accounting has concluded its trial of allowing annual leave payouts on supplemental checks. At this time, they will revert to their previous policy on not allowing annual leave payouts on supplement payroll. Libbie reminded agencies to process their imputed wages as the end of the year is drawing near. She also reminded agencies to get employee address updates in for W-2s. W-2s will not be folded this year. W-2 envelopes are available through the print shop.

Office of Administration Personnel Update – Guy Krause

Work is progressing on HCR32. The Division of Personnel is providing a wealth of historical information to the committee. There is a focus on total compensation.

ESS's Phase 3 charter is in progress. Participation rates are improving.

Next Meeting

The next meeting will be at the Coca-Cola Community Room on December 8, 2011. Like last year, we will be having a holiday breakfast where attendees are asked to bring a breakfast item. Plates, utensils, and napkins will be provided.

The meeting was adjourned.