



SHRMC

State Human Resource Management Council

MEETING NOTES April 14, 2016

In attendance:

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| Tom Fast, OA | Jennifer Eddy, DNR | Dwan Ruppel, DOC |
| Kim Wineland, DESE | Dana Kixmiller, DHE | Tony Flannigan, MSHP |
| Dawn Plybon, DSS | James Nelp, DOR | Amanda Renn, MSHP |
| Bev Struempf, DSS | Rachel Potts, DED | Aaron Kincaid, MODOT |
| Carrie Haley, DHSS | Beth Oetting, PSC | Lori Hollinger, DMH |
| Steve Beck, OA | Heather Kaiser, SOS | Stacy Jacobs, STC |
| Stacey Rackers, DIFP | Debbie Davis, DIFP | Tammy Potts, STO |
| Gina Hall, PD | Peggy de Muerers, MCHCP | Curtis Forck, OA |
| Guy Krause, OA | Lisa Verslues, MOSERS | Megan Limbach, House |
| Amanda Bock, MDC | Victoria Hillstrom, Lottery | Pattie Wehmeir, House |
| Lauren Bauman, SOS | Mary Beckwith, DPS | Mari-Jo Wilkes, DNR |
| Tammy Cavender, DOLIR | Jennifer Hentges, MDA | Stephanie White, MDC |
| Anna Wainscott, DSS | Carol Newgaard, SAO | Keith Dudenhoeffer, DIFP |
| Kelly Gardner, DSS | Sherrie Brown, SAO | Jan Friedewald, OSCA |
| Trudie Royse-Keefe, DSS | Darlene Robinett, DOR | Brandy Klouzek, MGC |

Welcome – Tom Fast

“Ban the Box” Executive Order – Group Discussion

Executive Order 16-04 (<http://governor.mo.gov/news/executive-orders/executive-order-16-04>) was issued on April 11, 2016. This was brought up so that all were aware of it. There will be future direction provided by DOP to HR directors in a later meeting.

SHRMC Bylaw Discussion

Members were asked for their input on possible revisions to the groups bylaws. These will be discussed more at the May meeting.

Office of Administration Personnel Update – Guy Krause

Guy strongly suggested to agencies to remove the Social Security Number from forms that do not need it. If possible, minimize use of the full SSN. The timing of the total compensation survey's completion may impact this year's pay plan recommendations. The pay plan hearing is set for June 21. More communication will be forthcoming regarding the Executive Order on pay equity.

Office of Administration Accounting Update – Curtis Forck

The 1095C's placement on ESS is on hold for now.

Other items

There was some discussion on the proposed FLSA changes. As the rules have not been implemented yet and there is some action being proposed to undo the proposed changes already, most felt that they needed to see what goes into effect before it can be addressed.

What to do with equipment provided through the Stay at Work program when the employee leaves was also discussed. The equipment belongs to the employer, not the employee. Many keep it on hand for use in future accommodation requests. If the employee is transferring to another department, most agencies are working with each other to transfer the equipment with the employee.

Lisa Verslues from MOSERS informed us that there was a new video covering the online retirement application. 60% of applications are now completed online.

New co-chairs for SHRMC will be elected for the next year at the May meeting. If you are interested or have questions regarding the responsibilities or duties, please contact Tom Fast.

The meeting was adjourned.

Next Meeting
May 12, 2016 – 8:30 a.m. to 10:00 a.m.
Room 500 HSTOB