

Date: November 6th, 2019

Call to Order: Ashley, the President for SHRM, opened the meeting at 5:03 pm.

Announcements: Shirts are in the process of being ordered. The Spring 2020 Election for Officers has been emailed to members, and ballots will be due on November 17th.

Attendees:

Doug Averill

Paw Htoo

Sarah Whitaker

Ashley DeSplinter

Gabriele Rutherford

Karen Burk

Irma Salazar

Agenda: Mandy Parchert from HNI Corporation came to speak about HR at HON. She is a Workforce Development Business Partner and is PHR certified. Recruiting is her specialty, and she is currently in Development. She recommends taking the PHR, but notes that it was really difficult. HNI is a global office furniture and hearth product manufacturer that has a lot of companies under its umbrella. HNI uses Leveraged Furniture Operations to keep their competitive advantage. Big customers of HON are schools and the government. HON splits the HR employees into teams, and they are known as Business Leaders. Those who are HR managers will work with the plant managers to work through problems. HON looked at base pay, variable/incentive pay, and max of grades to update their compensation process. They use a Point Factor Analysis for job evaluations and assessments. There are eight factors for assembly workers: job mastery, judgment, mental/visual demand, knowledge/education, physical demand,

working conditions, responsibility for product, and responsibility for equipment. They have a three tier job grade structure. HNI offers tuition reimbursement, college debt refinancing, multiple healthcare plan options, and other benefits.

Meeting Schedule:

Monday, November 18th: SHRM Game Night and New Officer Announcement