

**2020 SDAO HR ALLIANCE VIRTUAL
ROUNDTABLE**



WELCOME

- Housekeeping
 - **Restrooms** – Well, you know where those are.
 - **Coffee** – I assume you can find that in your kitchen
 - **Lunch** anywhere you like - Literally
 - WiFi information on your desk
- Questions?

“ YOU’RE ON MUTE ”
Quote of 2020

HOSTS FOR TODAY

- Deborah Jeffries - HR Answers
- Presentation on EI

- Christian Boyd
- Moderator Extraordinaire

- Ron Downs
- General Counsel – SDAO

- Monica Harrison
- HR Manager - SDAO



TIMELINE

- **9:00-@10:00 am**
- **Deborah from HR Answers will provide a session on Emotional Intelligence**

- **10:00-10:15 Break**

- **10:15 am – Noon**
- **Discussion**

- **Determine if we wish to reconvene after lunch to continue discussion**

YOU MAY
NOT BE ABLE
TO SEE
EVERYONE

Adora Campbell

Aleah Binkowski-
Burke

Charmaine Vitek

Chief Brian Huff

Cindy Wolff

Gail Griffith

Ginny Hall

Holly Crosson

Holly Tavernier

Jessica Gibson

Jody Hathaway

Kasey Skaar

Kat Ricker

Clackamas River Water

Oak Lodge Water Services District

Port of Umpqua

Jefferson County Fire District # 1

Sunrise Water Authority

Corbett Water District

Southern Coos Hospital

Benton Soil and Water

Lower Umpqua Hospital District

Klamath 911

Emergency Communications of S OR

Jefferson County Fire District # 1

Chehalem Park & Recreation District

BUT THERE ARE A
LOT OF US HERE
TODAY

| | |
|------------------|------------------------------------------|
| Lillee Rodriguez | Philomath Fire and Rescue |
| Linda Lovett | Benton SWCD |
| Lindsay Nelson | EMSWCD |
| Malyssa Legg | Columbia SWCD |
| Marcus Runkle | Sunset Empire Park and Rec. |
| Pami Boomer | Port of Tillamook Bay |
| Stacy Maxwell | Jackson County Fire District #3 |
| Susan Shepard | Polk County Fire District No.1 |
| Tabatha Welch | Tillamook County Transportation District |
| Tracy Olmedo | Multnomah County Drainage District |
| Trish Lutgen | Aumsville Rural Fire District |
| Valerie Maynard | Grant County 9-1-1 |
| Wendy Patterson | MetComm 911 |



hey.

CHRISTIAN'S JOB TODAY

- Assist in moderating
- Describe the process (hands up!)
- Assist facilitating open discussion
- Chat box



YOUR JOB TODAY



HR support group



Collaboration



Sharing of knowledge



Networking



What is your plan of action after the event? What will be your take-away from today?

A LITTLE FUN

- Mixed into our day we will have a Virtual Scavenger Hunt!
- Randomly you will see a slide come up with the item you need to go find in your home/office/neighborhood/under your desk and bring to your camera and show us all!
- For those of you who are not on camera but want to participate, you can text me a picture to 208.316.2923 Please include your name in the text!
- Just for a little fun – and get us out of our seats a bit.

SCAVENGER HUNT ITEM
I – GO FIND AND
BRING TO THE CAMERA

YOUR FAVORITE MUG!

LET'S GET STARTED

- Deborah from HR Answers
- Emotional Intelligence
- Take it away Deborah!

SCAVENGER HUNT ITEM
2 - GO FIND AND BRING
TO THE CAMERA

A BOTTLE OF HAND
SANITIZER!



TOPICS SUBMITTED FOR DISCUSSION

Holy Cow!

As usual we we have a lot to talk about!



TOPICS

1. Telework and policies – justified reasons as to why some positions can be work from home and others not
2. Board Members & Meetings House Keeping with COVID
 - Are others having a hard time getting their Boards to comply?
 - The requirement of who is allowed and the meetings and who isn't?
 - Is it OK for a Fire Chief to choose who can or cant attend in person?
 - Question: What is the extent office personnel have if it is known board meetings are not being handled correctly?
3. Could you provide an update to the payroll tax deferment?
4. Working from home – compensation for your staff – what are you providing?

SCAVENGER HUNT ITEM
3 - GO FIND AND
BRING TO THE CAMERA

YOUR FAVORITE
FRAMED PHOTO OF
YOUR FAMILY OR
YOUR PET OR FROM A
TRIP YOU TOOK!

TOPICS

5. Does anyone have language in their recruitment announcements, job descriptions, and/or annual performance evaluation forms about diversity, equity and inclusion essential knowledge/skills/abilities or performance expectations?
6. Is anyone who routinely works with houseless communities willing to share tips on engaging these communities in conversations about conservation in a safe and respectful way (or engaging just in general)?
7. Does anyone have language in their employee handbook about hiring practices that enables their Special District to hire from within instead of advertising externally if there is a current employee that meets all requirements of the job?

SCAVENGER HUNT ITEM
4 - GO FIND AND
BRING TO THE CAMERA

YOUR FAVORITE (OR
MAYBE NOT SO
FAVORITE) HAT AND
YOU MUST WEAR IT
ON CAMERA!

TOPICS

8. Does anyone have transition readiness planning or succession planning documents for their District they would be willing to share?
9. A district was looking for a rehire policy. Anyone have one to share? Discuss your rehire policies.
10. Now what? - what else is there you would like to discuss?

SCAVENGER HUNT ITEM
5 - GO FIND AND
BRING TO THE CAMERA

YOUR PET, YOUR
CHILD, A VISITING
NEIGHBOR, A PLANT
– ANYTHING ALIVE
FROM YOUR HOME!



SDAO HR ALLIANCE - ANNOUNCEMENTS

- Next Roundtable will be at pre-conference – working on details as conference will be virtual
- We are all learning how to train and host and communicate in the virtual world so any feedback as to what you find most effective is welcome!