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November Meeting Information

Pay Compression Rears It's Ugly Head!

Presented by
Ken Sandbakken,
Director of Compensation
Consulting, CBIZ Benefits

November 10, 2022
8:00 am Doors open
8:15 am SAHRA meeting
8:30 am Speaker presentation



NEW MEETING LOCATION:

NDSU Extension Service Office
2680 Empire Road, Dickinson
(North of Sanford Clinic)
Enter Door C / West Side

<http://ndsahra.shrm.org>

November is Membership Month!



November is SAHRA's Membership Month which means lots of fun and prizes! The SAHRA Board will be donating several door prizes. All attending in person will be eligible for one registration and if you bring a guest, you will be eligible for an additional door prize registration.

We will also be doing a raffle with proceeds going to the SHMR Foundation. CBIZ is offering a set of MN Wild Hockey tickets! The winner can choose from one of these three games:

- Saturday, December 3rd 1:00 PM vs Anaheim
- Saturday, December 18th 1:00 PM vs Ottawa
- Saturday, January 14th 7:00 PM vs Arizona

Raffle tickets can be purchased at the meeting or by contacting Carissa Suter or Marie Bittner in advance: 1 ticket = \$5, 3 tickets = \$10, or 7 tickets = \$20. Please bring cash!

Our November program will be presented by Ken Sandbakken, Director of Compensation Consulting at CBIZ Talent & Compensation Solutions. He has over 25 years of consulting experience, including broad-based, executive and physician compensation. In addition to his core work, Ken's approach to total compensation structure has helped him guide over 200 organizations in the areas of compensation philosophy development, job level and grade development, compensation

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Interested in HR Certification?

The Society for Human Resource Management offers two levels of professional certification: Professional in Human Resources (SHRM-PHR) and Senior Professional in Human Resources (SHRM-SPHR). If you are interested in learning more, please contact Alyssa Baranko, SAHRA Certification Chair, 701-483-3229 or abaranko@bravera.bank . ■



Like us on Facebook!

SAHRA is on Facebook! For updates and reminders on SAHRA events and activities, LIKE us on Facebook.



Society for Human Resource Management

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Thank You!

Thank you for your contributions to this edition of the SAHRA Newsletter.

Southwest Area Human Resource Association

This newsletter is a publication of the Southwest Area Human Resource Association Chapter #0571
 PO Box 132 • Dickinson ND 58601
<http://ndsahra.shrm.org>
 Newsletter Editor: Carrie Zubke

President's Message



I don't know about you but when I was young, I never quite understood when my parents and their friends talked about 'time flying'—for me as a young person I thought it crawled! Would I ever get to the next grade level, obtain my driver's license, etc. Now, boy have the tables turned! I completely understand it. The past two years serving as your President have just flown by. It has truly been a pleasure working with the SAHRA board and getting to know you, the members. ■

April Frank PHR, SHRM-CP
 SAHRA President

Early Membership Renewal!

If you renew your SAHRA membership for 2023 by SAHRA's regular January meeting, you will be entered into a drawing to win a \$50 Visa gift card!

Drawing will take place at the January 12th meeting.

Treasurer's Report

Southwest Area Human Resource Assoc.
 October, 2022

New Statement Balance				\$15,084.36
Current Checks / Deposits	10/19/2022	Interest earned		\$0.12
	10/5/2022	Deposit	Member dues	\$50.00
Compare to ending bank statement balance		\$15,134.48		
Outstanding Checks / Deposits	4/11/2022 #646	Stark County	Room rental deposit	(\$100.00)
	10/13/2022 #651	Start County Extension Office	2023 Meeting Room Fee	(\$450.00)
	11/2/2022	Deposit	Member dues	\$170.00
BALANCE				\$14,754.48

SAHRA Board Minutes

October 13, 2022

Present: Carrie Zubke, Melissa Stoltz, Amber Beld (virtual), Krissy Kilwein, Kim Heidt (virtual), Alyssa Baranko (virtual), Marie Bittner, Carissa Suter (virtual), Tiffany Benner (virtual) and DeEll Jordre . Absent: April Frank. Guests: AJ Eslinger (incoming 2023 Board member).

President-Elect Jordre called the meeting to order at 9:29 a.m.

President-Elect Jordre called for a motion to approve the August and September treasurer's reports that were published in the September and October respective newsletters. Upon motion by Carrie Zubke, second by Alyssa Baranko, motion passed and was carried.

President-Elect Jordre called for a motion to approve the August Board of Director meeting minutes that were published in the September newsletter. Upon motion by Krissy Kilwein, second by Alyssa Baranko, motion passed and was carried.

COMMITTEE REPORTS:

Program: Marie Bittner – Carrie reported that there will be a Program Committee formed in 2023 to develop programming.

Diversity: Jessica Kirchoffner – No report.

SHRM Certification: Alyssa Baranko – No report.

SHRM Foundation: Carissa Suter – No report.

President Elect / Legislative Affairs: DeEll Jordre – No report.

Membership: Kim Heidt – No report.

Public Relations/Technology: Krissy Kilwein – No report.

Workforce Readiness: Amber Beld - No report.

Community Relations : Carrie Zubke – No report.

Secretary/Treasurer: Melissa Stoltz – No report.

President: April Frank—DeEll Jordre shared the details of the State Leadership conference on December 1-2, 2022 to be held in Bismarck. The SAHRA Board is invited to join to learn more about their Board positions.

OLD BUSINESS:

President Frank is in the process of collecting the necessary documents for SAHRA to apply with the Secretary of State. President Frank will submit all recent approved by-law updates to the Board for review. She will forward to SHRM for formal approval.

NEW BUSINESS:

The Board welcomed Tiffany Benner as the newly appointed Diversity Director.

The Board discussed reserving the Stark County Extension room for 2023. The membership meetings will continue at the same location and on the 2nd Thursday of each month in the morning time slot for 2023.

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Southwest Area Human Resource Association Board of Directors

President:

April Frank, PHR, SHRM-CP
FH Holdings / Home & Land Co, Dickinson
aprilhouseholder@yahoo.com | 701-590-2900

Past President / SHRM Foundation Director:

Carissa Suter, SHRM-CP
McKenzie Electric Cooperative, Watford City
csuter@mckenzieelectric.com | 701-870-4110

President Elect / Legislative Director:

DeEll Jordre
Marathon Petroleum, Dickinson
dmjordre@marathonpetroleum.com | 701-456-6912

Secretary-Treasurer:

Melissa Stoltz, SHRM-SCP, Dickinson
a_mstoltz@yahoo.com | 701-260-3729

Certification Director:

Alyssa Baranko, SHRM-SCP
Bravera Holdings Corp., Dickinson
abaranko@bravera.bank | 701-483-3229

Community Relations Director:

Carrie Zubke, SPHR, SHRM-SCP
Bravera Holdings Corp, Dickinson
czubke@bravera.bank | 701-483-3287

Workforce Readiness Director:

Amber Beld, SHRM-CP
Baker Boy, Dickinson
amberb@bakerboy.com | 701-456-1520

Membership Director:

Kim Heidt
Steffes , LLC, Dickinson
kheidt@steffes.com | 701-690-6686

Program Director:

Marie Bittner
CBIZ Benefits, Glen Ullin
marie.bittner@cbiz.com | 701-260-5964

Public Relations / Technology Director:

Krissy Kilwein, SHRM-CP
Dickinson State University, Dickinson
krissy.kilwein@dickinsonstate.edu | 701-483-2530

Diversity Director:

Jessica Kirchoffner
City of Watford City, Watford City
jessielg28@ndsupernet.com | 701-290-8242

SAHRA Meeting Minutes

October 13, 2022

Members Present: Alyssa Baranko, Krissy Kilwein, Joetta Percy, AJ Eslinger, DeEll Jordre, Melissa Stoltz, Alicia Erickson, Marie Bittner, Richard Hagen, Sarah Wallace, Carrie Zubke and Sheila Strommen.

Members Via Zoom/Virtual: Tiffany Benner, Amber Beld, Sierra Burgess, Tammy Haugen, Lynae Harper, Kim Heidt, LeDeanna O’Shields, Carey Praus, Michelle Dohrmann, Katrina Johnson, Brooke Braunberger, John Cloutier, Jessica Kirchoffner, Aimee Kovash, Nancy Lantz, Patty Riely, Brandon Sickler and Carissa Suter

Guests present: Jeremy York (Purple Inc. LLC)

President –Elect Jordre called the meeting to order at 8:22 am.

President –Elect Jordre called for a motion to approve the September chapter meeting minutes that were published in the October newsletter. Upon motion by Joetta Percy, second by Alyssa Baranko, motion passed and was carried.

NEW MEMBERS:
Welcome Brooke Braunberger (Watford City Park District) and Chris Olheiser (Lund Oil, Watford City)!

ANNOUNCEMENTS:
President –Elect Jordre announced that the September treasurer’s report was

available for review in the October newsletters. If there are any questions, please contact a Board member.

SHRM Spotlight - Krissy Kilwein presented information on the benefits of the SHRM Connect option.

COMMITTEE REPORTS: None.

OLD BUSINESS: None.

NEW BUSINESS:
SAHRA Board of Director election results are as follows: President –Elect: Marie Bittner, Secretary/Treasurer; Melissa Stoltz: Community Relations Director; AJ Eslinger: Certification Director; Alyssa Baranko; Membership Director: Kim Heidt; Program Director: Carrie Zubke. We thank Tiffany Benner for her time as Diversity Director.

The business meeting adjourned at 8:31 a.m. ■

PROGRAM: Diversity, Equity, Inclusion and Belonging: A Business Case – Jeremy York, Purple Inc. LLC ■

Minutes submitted by:
Melissa Stoltz, Secretary/Treasurer
DeEll Jordre, President-Elect

SAHRA Board Minutes

(Continued from page 3)

The Board discussed scheduling the 2023 Strategic Planning meeting. President-Elect Jordre will send out possible dates to the Board.

The Board discussed the November Membership month meeting. Several door prizes will be donated by the Board. Members are encouraged to bring guests, and will have extra opportunities for prizes. An early renewal prize winner will be drawn at the January meeting for all applications received by the January 12, 2023 meeting.

The Board briefly discussed increasing membership dues starting in 2024. This item will be discussed more in-depth at the 2023 Strategic Planning meeting.

Meeting adjourned at 9:57 a.m. ■

Minutes submitted by:
Melissa Stoltz, Secretary/Treasurer
Approved by: DeEll Jordre, President-Elect





November is Membership Month!

(Continued from page 1)

benchmarking and market pricing.

To compete for talent, organizations have been under heavy pressure lately to increase their entry level wages. Because of this, a phenomenon known as pay compression has reared its ugly head. This presentation is designed to help organizations recognize the issue when it arises and mitigate fallout prior to implementing a solution, and help correct compression issues that weren't foreseen.

Learning objectives:

- Recognize pay compression and it's causes.
- Learn how to analyze pay compression.
- Identify pay compression between peers, and employees to supervisor.
- Review pay compression mitigation strategies

Join us for Membership Month! ▀

Eliminate Bias in Hiring

Most of us have biases we aren't even aware of. Building and maintaining a culture of diversity and inclusion calls for addressing those biases up front so they don't derail your efforts. The Built In website shares some advice for countering bias when you're recruiting and hiring:

- **Educate people.** Remind your workforce that bias isn't always obvious. You may instinctively prefer candidates from specific colleges and universities, for example, and overlook qualified people from different educational backgrounds. Show how biases like these can affect your organization's culture.
- **Put values up front.** Your mission statement and other official documents should highlight and emphasize your commitment to diversity. Make sure you live up to them. When candidates see you're serious about diversity, they'll be more eager to give your organization a try.
- **Empower employees.** Let workers know they can and should speak up against unconscious bias when they see it—

respectfully, but firmly. Listen to them. If necessary, create avenues for people to bring up concerns anonymously.

- **Examine your organization right now.** Be proactive. If your upper management is composed primarily of white men, take steps to promote and bring in people from diverse backgrounds to help candidates and employees feel comfortable knowing that they're not alone.
- **Open up your interview process.** Bring a wide mix of employees into hiring and interviewing. Diverse interviewers will do a better job of spotting potential in people from different backgrounds, and they'll help candidates feel more at ease and perform better when they're being interviewed.
- **Reform your recruiting.** Rewrite job postings to eliminate gender-specific language and anything that implies you're only looking for the same old type of candidates. Ask what pronouns they prefer on your application. Give them space to add details about their background that aren't addressed in job applications. ▀

SAHRA Member Social

Join your fellow SAHRA members for a

Holiday Social

November 30th

4:00-6:00pm MT

Phat Fish Brewing (back room)

1031 Villard St W, Dickinson

There will be appetizers, door prizes,
and more!

No presentation... enjoy conversation with
those who simply get it!

1. Baranko, Alyssa, SHRM-SCP*- Bravera Holdings Corp., Dickinson
2. Beld, Amber, SHRM-CP*- Baker Boy, Dickinson
3. Benner, Tiffany-Killdeer Mountain Manufacturing, Dickinson
4. Berger, Missy –Trial Runners, Dickinson
5. Bittner, Marie-CBIZ Benefits, Glen Ullin
6. Braunberger, Brooke-Watford City Park District
7. Burgess, Sierra-Therapy Solutions, Dickinson
8. Calihou, Dessie*-Dunn County, Manning
9. Camisa, Joe-Bismarck State College, Bismarck
10. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
11. Cloutier, Jon, SHRM-CP-St Luke’s Nursing Home, Dickinson
12. Dohrmann, Michelle-Consolidated, Dickinson
13. Enney, Justin-Killdeer Mountain Manufacturing, Dickinson
14. Eslinger, AJ*-Charbonneau Car Center, Dickinson
15. Fetch, Cindy – Southwest Water Authority, Dickinson
16. Fitzsimmons, Amanda, SHRM-SCP*-Continental Resources, Dickinson
17. Fong, Carter-Dickinson Chamber of Commerce
18. Frank, April, SHRM-CP, PHR* - FH Holdings / Home & Land Co, Dickinson
19. Hagen, Richard*-Theodore Roosevelt Medora Foundation, Medora
20. Hanson, Shelly-Fisher Industries, Dickinson
21. Harper, Lynae, SHRM-CP-Whiting Oil & Gas, Dickinson
22. Haugen, Tammy-Marathon Petroleum, Dickinson
23. Heidt, Kim*-Steffes, LLC, Dickinson
24. Heiser, Ashley-Benedictine Living Community, Dickinson
25. Hintz, Kristy*-Ixom Watercare, Dickinson
26. Hintz, Layne-City of Dickinson
27. Hoff, Brittani*-Western Cooperative Credit Union, Dickinson
28. Jenkin, Jackie- Dickinson
29. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
30. Johnson, Katrina, PHR*-Baker Boy, Dickinson
31. Jordre, DeEll- Marathon Petroleum, Dickinson
32. Kaufman, Tanner-Fisher Sand & Gravel, Dickinson
33. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
34. Kirchoffner, Jessica*-City of Watford City
35. Kovash, Aimee-Job Service, Dickinson
36. Lantz, Nancy - Southwestern District Health Unit, Dickinson
37. Messer, Jennefer, SHRM-SCP*- Fisher Industries, Dickinson
38. Michael, Sara-Theodore Roosevelt Medora Foundation, Medora
39. Murray, Jen-Southwest Water Authority, Dickinson
40. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
41. Nicklos, Amanda-Steffes, LLC, Dickinson
42. Oase, Matt*-City of Killdeer
43. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
44. Olheiser, Chris-Lund Oil, Inc., Watford City
45. O’Shields, Ledeanne-Southwest Water Authority, Dickinson
46. Percy, Joetta, SHRM-SCP*-Stark County, Dickinson
47. Peterson, Rachel-Fisher Industries, Dickinson
48. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
49. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
50. Riely, Patty-Dickinson Parks & Recreation, Dickinson
51. Sickler, Brandon*, SHRM-CP-Steffes LLC, Dickinson
52. Songer, Imee, SHRM-CP, SHRM-SCP, PHR, Richardton Taylor Public Schools, Richardton
53. Stoltz, Melissa, SHRM-SCP*, Dickinson
54. Strommen, Sheila-Theodore Roosevelt Foundation, Medora
55. Suter, Carissa, SHRM-SCP- McKenzie Electric Cooperative, Watford City
56. Swanson, Ashley-Steffes, LLC, Dickinson

* - indicates SHRM National Membership

PHR indicates HRCI’s Professional in Human Resources certification

SPHR indicates HRCI’s Senior Professional in Human Resources certification

SHRM-CP indicates SHRM’s Certified Professional certification

SHRM-SCP indicates SHRM’s Senior Certified Professional certification