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## Washington State Healthcare Human Resources Association

### *2016 President's Annual Report*

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Submitted by Chandra Rodriguez, President Year 2016  
December 2, 2016

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*As the New Year approaches, I want to thank the WSHHRA Board, Members, and Business Partners for the remarkable support in 2016! We had a great year with diverse education programs, robust membership, viable finances, and strong representation for the very important Human Resources work both at the State and National associations. The report contained below provides a summary of the great work accomplished in 2016.*

*In closing my time as the Association President and having participated as an association member and serving in other Board positions, I am marveled by the many devoted people I have been privileged to work with during this journey. Throughout the nearly 50 years in existence, the WSHHRA organization and its people have wholeheartedly worked towards meeting our charter for growth and development, collegial networking, and building trusting relationships for our HR colleagues in healthcare...and the accomplishments of year 2016 has continued the legacy.*

*Thank you, All, for a great year!*

*Chandra*

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### **Conferences**

WSHHRA's Program Committee provided two very successful conferences in 2016. Program content across both events included education and development for organizational change, what to expect in a jury trial, valuable employment law updates, and a national speaker sharing about stress release and workplace happiness, to name a few. It's always of high interest to provide recertification credits for our colleagues working to maintain important professional credentials and not only were credits available for HRCI and SHRM, CHHR was added this year as well.

A conference hallmark is networking and opportunities were prevalent to connect in the conference setting as well as during varied social events such as a welcome reception, bowling, zip lining, and dinner. WSHHRA is fortunate to work with very supportive Business Partners helping make our conferences successful. Special recognition is extended to Alliant Employee Benefits, CIC Credit Employment Screening, Kibble & Prentice, and VALIC for their support of the increased special events this year.

An important measure indicating success stems from our conference participants' feedback and overall conference satisfaction with valuable information received assisting with future program planning. For 2016, our Spring

conference received a 94% excellent/very good rating while the Fall conference received a 100% rating. This places overall conference satisfaction for 2016 at 97%, which is up 2% from 2015.

Moving into 2017, WSHHRA will offer one State conference in the Spring...March 22-24, 2017 at Suncadia in Cle Elum and help support the National ASHHRA conference in the Fall...September 16-19, 2017 in Seattle. The intent is to resume planning for two annual conferences in 2018.

## **Surveys**

HR Metric Survey - The Association continues to build upon a valuable tool helping our members better understand where they fit in comparison to other healthcare organizations through important HR metrics. For a third year, WSHHRA has led this initiative providing report findings to general membership and individualized reports to survey participants with specific details illustrating the participant's ratings compared to the group. New this year was an invitation to our colleagues in the Oregon region. We look forward to continuing this survey in 2017!

Benefits Survey – Association Business Partner Parker, Smith & Feek worked with WSHHRA and its members to collect information to produce the *2016 Health & Welfare Benefit Survey for Washington Healthcare Organizations*. This comprehensive report dialed into industry data for medical and prescription benefit options, PPO and EPO plan offerings, HMO and High Deductible Health Plan offerings, health and productivity management, et al, along with future designs and pressing issues.

## **Membership**

The WSHHRA organization has over 300 members spanning 48 different organizations providing varied backgrounds and healthcare businesses. In addition to this vast resource, 85 new members joined the Association in 2016. Goals for the year were to maintain WSHHRA and ASHHRA membership participation. In both areas, very slight decreases occurred from 2015 to 2016 of 2.3% and 1.9%, respectively.

Of note for 2017, if attending the Spring State conference and/or the Fall National conference, consider membership in both organizations as it will provide access to reduced registration rates!

## **Financials**

The Association's year-end assets for 2016 were maintained relative to the previous year with \$75,599 in 2016 and \$76,852 in 2015. Annual net income for 2016 is break-even.

## **Awards**

Kathy Franz – Excellence in HR Leadership Award – Pam Healea, Human Resources Director of PMH Medical Center in Prosser, Washington was presented with the Association's leadership award for 2016. This award recognizes a member of WSHHRA who displays professional excellence and makes significant contribution to the field of Human Resources Management in Healthcare. Pam has achieved leadership excellence in both the Association as well as PMH Medical Center and has been integral in building trusting relations and mentorship.

ASHHRA Chapter Management Award – For the first-time ever, in the collective knowledge of the Board of Directors, the Washington Chapter received ASHHRA's 4-Star award for chapter management. This is the highest level a chapter can attain attributing to efficient and effective chapter management. As a recipient of this award, recognition

was received at the 2016 National ASHHRA conference along with \$1,000 and two ASHHRA memberships helping continue the Association's worthwhile work for HR professionals in the State of Washington.

We look forward to another great year in 2017 with our new Board of Directors:

Immediate Past President:	Chandra Rodriguez, Samaritan Healthcare
President:	Manda Scott, Yakima Valley Memorial Hospital
President-Elect:	Erin Lantz, Yakima Valley Memorial Hospital
Vice President for Membership:	Amy Etelemaki, Planned Parenthood of the Great Northwest and Hawaii Islands
Treasurer:	Marlo Willis, Kittitas Valley Healthcare
Secretary:	Rebecca Wright, Confluence Health
Legislative Liaison:	Kimberly Washburn, Yakima Valley Memorial Hospital
Website Director:	Lisa McDaniel, Samaritan Healthcare
Communications Liaison:	Anita Castellanos, Tri-Cities Community Health