



Meeting Time & Place: Tuesday, January 10th, 2012, 8:30 a.m., Big Sky Bistro, Polson.

In Attendance: Whitney Cantlon from Country Pasta; Marilyn Becker from Office of Public Assistance; Debbie Vassar from Bishop Insurance; Shelly Fyant and Donna Mitchell from Kicking Horse Job Corps; Gib Turner from Lake County Community Development Corporation; Blakely Phillips, Debbie Krantz, and Todd Erickson from Lake County Job Service; Jessie Miller from First Citizens Bank; and Todd Crossett from the City of Polson.

Speaker Topic: State of the City by Todd Crossett, City Manager.

Todd C. discussed the following topics:

Providing Services with a low cost – Volunteer Fire Department
Education

Promoting Local Business

Improving Quality of Life

Envision Polson

Updating the Polson Development Code

Storm and Waste Water

Treasurer's Report: Jessie reported that we have a balance of \$7,776.50. The balance includes the cleared check for the new video resources of \$692.11. Debbie V. reminded us that SHRM needs a bill to pay a portion of the video resources cost. Todd E. will get that to her.

Old Business:

Review/Approve Minutes: Whitney suggested an amendment to the minutes correcting the additional fee cost for the video resources. Blakely will make the change to the minutes. Shelly moved to approve the minutes as amended, Debbie V. seconded the motion. The motion passed.

Resources Update: Todd reported that we are starting to show the new video resources. The videos are available to SHRM, JSEC, Job Service, and Employers. The videos will need to be in the possession of a JSEC or Job Service member to be shown. Marilyn requested that a synopsis of each of the resources be made available so we can all share information on the videos to employers around the area. Blakely will email a synopsis out with the minutes.

New Business:

Spring Workshop Ideas: The Workshop Committee will get together next week to start planning for our Spring Workshop. They are open to suggestions. The committee consists of Whitney, Jessie, Theresa, Todd E., and Blakely.

Scholarship Committee: The Scholarship Committee will consist of Shelly, Marilyn, Jessie, and Theresa. Blakely will begin updating the Scholarship documents and application to 2012 and find out the MSEC Scholarship deadline.

SKC Career Fair Update: The Career Fair will be Tuesday, February 21st. We are partnering with SKC. We are not firm yet on the status of the vendors, but are actively recruiting. Todd reported that they will limit the presentations to two.

Manager's Report: Debbie K. handed out information on the 2012 Economic Outlook Seminars. The cost is \$80 and there are seminars in Helena, Great Falls, Missoula, Billings, Bozeman, Butte, Kalispell, Lewistown, and Havre starting January 24th and going until March 14th. She also handed out the November Unemployment Rates by County and the November Labor Force Statistics by County.

The Job Service has been staying busy. Todd has been working on H2A housing inspections. There are two proposals on the table right now for the Incumbent Worker Training Program. Amber has transitioned into a very specific position help veterans. She is working on getting information to employers about the tax credits available for hiring vets. We will have her come to a JSEC meeting to share some more information on what she is doing. Debbie also reported that we really haven't heard much feedback on the new minimum wage. We have staff out at the Disability Resource Coordinator Training. We are considering doing an Employers Open House at the Job Service. We might ask JSEC to help out with spreading the word. Stay tuned!

Next Meeting: Tuesday February 7th, 8:30 a.m. at the Big Sky Bistro.

New Video Resources for 2012:

LEAKPROOF: 8 Privacy Principles - On a daily basis one organization or another becomes newsworthy for unintentionally leaking sensitive, private information to the public. Increase your awareness of the dangers of identity theft and the importance of privacy policies.

Building Trust - Trust is Critical to the success of any business and is crucial for your success as a manager. Trust is always a two-way street: You need to be able to trust your workers; but more importantly, your workers need to be able to trust you.

Four Generations: The Greatest Potential - With four generations in the today's workplace, differences in attitudes, values, and communication can create misunderstandings and trigger conflicts that reduce morale, teamwork, and productivity. These differences need not be barriers to a bigger bottom line. Make generational diversity work to your advantage.

Social Media: Reduce the Risk - Social media can be an important tool for conducting business; however, there are also serious risks. Protect yourself and your organization by following a few guidelines when using social media.