

ACSHRM Newsletter

February 2025

2025 Officers

President

Linda Nerad

President Elect/ Chair Programming

Open

Secretary

Georgia Farris Romanko, SHRM-CP, PHR

Treasurer

Holly Mayernick

Past President

Karen Fagnilli, SHRM-SCP

Board of Directors/Core Leadership

College Relations/Emerging Professionals

Linda Nerad

Diversity, Equity, and Inclusion

Open

Government Affairs

Penny Neubauer

SHRM Certification

Michael Sass, SHRM-SCP, SPHR

SHRM Foundation

Karen Fagnilli, SHRM-SCP

Workforce Readiness

Open

Board Member At-Large

Carl F. Muller, J.D.



**Ashtabula
County**

Active Members

32

Friends of ACSHRM

4

Certified Members

7

Upcoming Event

Ashtabula County SHRM Presents...

"Topics We Need to Talk About in HR Circles"

Presented by:

Julie, Develin, MSHRD, SHRM-SCP, GTML

(Global Talent Management Leader)

Sr. Partner, HCM Advisory & Human Insights at
UKG



When: Wednesday, February 19, 2025

Where: Geneva Public Library

Louise Legaza Room

860 Sherman Street

Geneva, Ohio 44041

Time: 4:00pm – 5:00pm

Important Notes:

We have moved our monthly meetings and newsletter dates to better accommodate your busy schedule. Please remove from your calendar all ACSHRM Monthly Meetings placeholders. 2025 ACSHRM meeting calendar reminders and MS Outlook invitations will be forthcoming.

Check out SHRM HR Quarterly Magazine. There are some great articles to include 7 Trends That Will Shape HR In 2025!

Mission

ACSHRM provides resources and support for workforce leaders to maximize their organization's human capital.

Vision

To be *the* source for Ashtabula County human resource management.

Purpose

Connect workforce leaders to people management strategies.

Contact Information

P.O. Box 1701
Ashtabula, OH
44005-1701

Linda:
440-813-9426
LinkedIn

Upcoming Holidays

Black History Month/American Heart Month

Feb. 4- Rosa Parks Day

Feb. 13- World Radio Day

Feb. 14- Valentine's Day

Feb. 17- Presidents' Day

Feb. 22- Washington's Birthday

Feb. 28- National Tooth Fairy Day



GETTING TO KNOW YOUR ACSHRM BOARD MEMBERS

Linda Nerad



- What's your name, where did you grow up at, and what's the best thing about living in or near Ashtabula County?

Hello everyone! My name is Linda Nerad and I grew up in Ashtabula Harbor. I enjoy seeing all the history throughout our County. I love to get in the car go for a ride and visit these places in the Ashtabula Harbor, Conneaut, Jefferson and the hidden treasures south of the County!

- What's your role and responsibilities as a Board Member for ACSHRM

I am the Chapter President and my primary duties involve presiding over activities, monitoring funds, attend state council meetings and provide information to our members.

I am also College Relations/Emerging professional where I manage the scholarship program, internship program, and college outreach efforts.

- Name two things that your involvement with your local Chapter helps you in your career or business.

I am able to gain knowledge and keep updated on current state and federal laws. The monthly presentations enable me to learn and to apply it in my position. The meetings also give me a chance to engage with others and hear from them.

- What's your current role in HR, and what are some of your key responsibilities?

I have been an HR Manager for the past 5 years. I am responsible for recruiting and interviewing for open job positions, administering pay, benefits, and leave, and enforcing company policies and practices. In addition, I am Safety Director and oversee the Wellness Committee.

- What's the most rewarding part of working in human resources?

When employees feel engaged and included and working as a team!

- What's one challenge you face regularly in your role and how do you tackle it?

Finding qualified employees. We are a small company and we struggle to hire due to wages and essential functions of the position. I advise candidates of the benefits that we offer and opportunities in the company to grow.

- What Strategies do you use for resolving workplace conflicts?

When a conflict arises between employees, I speak to all parties involved and document. I ask the parties involved how they would like to handle the conflict. A meeting with the Supervisor, myself and parties involved is completed with the objective of discussing what happened and work together on a resolution.

- What advice would you give someone just starting their career in HR?

When I started out in my current position, I had a mentor and she encouraged me to join this chapter. I have learned so much from the monthly meetings, daily newsletters and utilizing the SHRM website.

- How do you build trust with employees and leaders in the workplace?

It is communication and presence. I have an open door for any employee or management to talk or work on resolving an issue and I listen. I try to check in at our facilities and talk to our employees to see how they are doing and if there is anything I can help them with.

- What's the one thing you wish more people understood about HR?

Most people have an opinion about HR and it is not always a nice one! I wish People would understand that we are there to support, engage and give opportunities for our employee's success!

- What's one thing you've accomplished that you're really proud of?

Implementing an Emergency Operations Plan and a Safety Committee and a Wellness Committee for our employees and their family.

- What motivates you to keep going when things get tough?

It is difficult to be motivated when things get tough, but you must persevere and continue to maintain a positive attitude for your employees and reach out for support.

Resources

Like us on [Facebook](#), follow us on [LinkedIn](#), and share our posts!!

Answers to many of your questions can be found on the sites listed below.
If you have questions and cannot find what you are looking for, please feel
free to email us

acshrm@ohioshrm.org

Ashtabula County SHRM Website

acshrm.org

Ashtabula County SHRM Facebook page

<https://www.facebook.com/ACSHRM/>

Ashtabula County SHRM LinkedIn page

www.linkedin.com/in/ashtabula-county-shrm-10a147130

HR News

<https://www.shrm.org/hr-today/news/hr-news/pages/default.aspx>

Safety Corner

Ashtabula County Safety
Council is looking for Board
members and helpers.

Melissa Brown
(440) 576 - 6015

Funds in Account

Certificate of Deposit -
\$3,163.57 (Matures 3/27/2025)

Checking - \$1,248.58

Balance - \$4,412.15

As of
Jan. 28, 2025

What to Expect in 2025

March Event:

Presented by Carl F. Muller, Partner and
Melissa Kelly, Partner from Tucker Ellis, LLP

March 26, 2025

12 noon – 1pm

SHRM and Ohio SHRM Upcoming Events

HR Conference Cruise

March 3-8, 2025

Partnership with HR Florida, NYS SHRM and
Ohio SHRM State Councils

2025 Ohio SHRM Employment Law &
Legislative Conference

May 20, 2025