



Hello Summer!



National PELRA ATC Recap

It was great to see over 50 OHPELRA members at the National ATC held this June in Portland, OR. The event brought together HR/LR folks from across the country for dynamic learning, collaboration, and innovation. Attendees had access to cutting-edge training sessions, insightful keynotes, and practical workshops – all designed to refresh our thinking and enhance our skillset.

A special shout out to the Ohio sponsors who were featured as expert speakers on the national stage: Clemans Nelson & Associates, Inc.; Duckett Law Firm; Gallagher; PRADCO; and TruComp. We're proud to see these Ohio leaders sharing their knowledge with all of NPELRA!

One of the true conference highlights was celebrating several outstanding members from our state who received national recognition for their work in

HR/LR. Congratulations to **Bob Anderson**, Delaware County JFS Director, and the **City of Gahanna HR Team** - led by Ben Nolan, HR Manager - on receiving the **NPELRA Pacesetter Awards!** Additionally, longtime OHPELRA Member and recent retiree from the City of Columbus, **Brooke Carnevale**, was honored by NPELRA President Jenna Richardson with the **President's Award**. As a Past President of both NPELRA and OHPELRA, Brooke's contributions are far-reaching and have left a lasting impact.

These honorees are setting benchmarks for organizational success, leadership, and innovation in HR/LR. Their achievements not only reflect their personal excellence but also elevate the profile of our entire chapter. Well done!

Looking Ahead

We hope to see many of you at the **Summer Workshop on July 30**. There is still time to register for **Rachel Shaw's ADA Workshop in September**, and we're excited to offer **Supervisory Training** this fall – a perfect opportunity for new or seasoned managers to sharpen their fundamentals. Registration will open soon, and we encourage you to share the opportunity with your management teams.

Finally, stay tuned as the OHPELRA Board rolls out new ways to connect and engage members. Together - through continued collaboration, shared learning, and strong professional networks - we can continue to drive meaningful progress in our field!

Warmly,
Ginger Yonak
OHPELRA President



Pictured above, Ben Nolan and Miranda Vollmer from the City of Gahanna, and Bob Anderson from Delaware County.

To the right, ATC attendees take time to pause and smile with colleagues.



New Sponsor Spotlight

OHPELRA is thrilled to welcome 2 new sponsors! Their partnerships will help bring

fresh opportunities to the OHPELRA community. Be sure to give them a warm hello when you see them!

CPS HR Consulting delivers a comprehensive range of integrated human resources solutions for federal, state, and local governments, public safety agencies, special districts, and nonprofit organizations.



Franklin University is one of Ohio's largest private universities and has been a trusted destination for adult learners looking to complete their degrees efficiently. With a Main Campus in downtown Columbus and a robust online program, Franklin is designed to meet the needs of busy, working adults.



**NATIONAL
PELRA**

Annual Training Conference

APRIL 19-22, 2026 • CHARLOTTE, NORTH CAROLINA

Start Your Engines!

Join National PELRA in Charlotte, North Carolina for the 2026 Annual Training Conference, to be held from April 19-22, 2026.

This unique opportunity is a chance for professionals to shift into high gear and to learn, be inspired, and network with other professionals. We hope to see you there!

Click [HERE](#) for more information about the National ATC.

RACHEL SHAW IS COMING TO OHIO!



Don't miss out on Rachel's exclusive Ohio focused 2-day Training on September 23rd and 24th, 2025



Rachel has literally written the book on industry best practices in the area of ADA. With more than 20-years of executive-level HR experience, Rachel is recognized nationwide as a leader in helping employers manage their most challenging disability-related personnel matters. With this training, she offers a 2-day experience tailored to best prepare you to tackle this work expertly.

LOCATION

OHIO UNIVERSITY

Dublin Integrated Education Center

6805 Bobcat Way / Suite 230 /
Dublin, Ohio 43016

PRICE

Members \$500

Non-members \$600

HOTEL INFORMATION

DoubleTree by Hilton Columbus Dublin,
600 Metro Place North Dublin, Ohio 43017 USA
\$109/night | September 22 & 23



Space is filling up! Click [here](#) to register.

Fall Supervisor Training Coming

Don't end the year without investing in your leadership team and equipping them with the

tools needed to tackle the challenges waiting in 2026!

Join us on November 5, 2025 from 8:30am- 3:00pm at The Wigwam Event Center in Pickerington.

Registration is \$175 for all attendees.



REGISTRATION OPENING SOON



Peer Cohort Survey

If you missed the email seeking feedback on exploring the creation of Member Cohorts, it's not too late! Please use the QR code to add your thoughts on informal, peer-led groups with other OHPELRA members based on job role, agency type or union affiliation. We will review the data at our upcoming Board retreat. Thank you in advance for your feedback.



The Health Insurance Solution 62% of Brokers Aren't Talking About

Health insurance costs are rising faster than employer budgets can keep up. According to SHRM, the average cost of providing health benefits is expected to increase 9–10% in 2025, up from the current average of 7% of company revenue. If this trend continues, healthcare costs could consume 9% of total revenue

by 2031, a figure that marked a financial breaking point for General Motors before its 2008 bankruptcy when retiree health obligations reached an unsustainable share of company expenses (Garner Health, 2023). Employers can't afford to ignore these warnings. Yet despite the urgency, many aren't hearing about one of the most effective strategies available: the Individual Coverage Health Reimbursement Arrangement (ICHRA). Introduced in 2020, ICHRAs give employers a flexible, tax-advantaged alternative to traditional group coverage. Yet, according to McKinsey & Company (2023), 62% of brokers still don't present ICHRAs as an option.

[Click here to continue reading the full article.](#)

The Compensation Conversation HR Can't Afford to Skip

By Steve Heister, Chief Product
Officer, TrueComp



As Ohio public employers face rising retirements, evolving labor expectations, and increased budget pressure, compensation is top of mind—but often too narrowly defined. Many HR and labor teams focus heavily on base pay during negotiations or recruiting cycles, while missing a critical retention lever: total compensation. Total comp includes the full value of what you offer employees—wages, healthcare, retirement, time off, job security, and more. But it only works if your team (and your workforce) understands it.

[Click here to continue reading the full article.](#)

Keep Cool with a Cucumber Basil Mocktail

Don't lose your cool this summer! The heat is rising, but that doesn't mean your stress levels have to. Enjoy this Cucumber Basil Mocktail and remember, keeping your cool is part of good workplace culture.

Ingredients:

- ½ cup cucumber slices
- 4- 5 fresh basil leaves
- 2 teaspoons lime juice
- 1 teaspoon honey
- Sparkling water
- Ice



Instructions:

- Muddle cucumber, basil, lime juice, and honey in a glass
- Add ice and top with sparkling water
- Stir gently and garnish with a cucumber slice

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