

Columbus Compensation Association



P.O. Box 164022 – Columbus, OH 43216 - 4022

www.columbuscomp.org

August 2006 Newsletter

Upcoming Breakfast Presentation

Wednesday, September 27, 2006 Breakfast

Join us for Planning for 2007 - Watson Wyatt's 11th Annual Strategic Rewards® Study

Presenter: Fred Crandall

In developing compensation strategies for 2007, HR professionals are faced with the challenge of effectively balancing potentially competing priorities - preparing for top line growth while managing total reward costs. This session will provide insights on the latest trends and current market dynamics so compensation professionals are informed when making decisions for 2007.

Fred Crandall, a senior consultant in Watson Wyatt's compensation practice, will address these challenges as well as present findings from the firm's Strategic Rewards study hot off the presses. Fred is an internationally recognized expert in compensation assisting companies in designing effective reward programs that attract, motivate and retain top-performing critical talent.

Location:

The Fawcett Center, 2400 Olentangy River Rd.

To Register:

Go to www.columbuscomp.org and fill out the online application. You may also use the registration form included with this newsletter and mail it in with your payment. You may also pay at the door but please register so we can reserve you a seat. Please note that CCA accepts only checks and cash at this time.

Schedule

Registration	7:45 - 8:00 a.m.
Breakfast	8:00 - 8:30 a.m.
Presentation	8:30 - 9:30 a.m.

Costs	Member	Non-Member
Meeting	\$30*	\$40

*No meeting cost for those who prepaid membership and meeting package for 2006.

Registration Due Date:
Wednesday, September 22, 2006

Please note that those who have registered and do not attend will be billed. If you need to cancel your reservation, please do so via email as soon as you are able. Your understanding is appreciated. Thank you.

About the Speaker

N. Frederic Crandall, Ph.D.

Senior Consultant, Compensation Practice, Watson Wyatt Worldwide

Fred Crandall is a senior member of Watson Wyatt's Compensation practice in Chicago, specializing in Strategic Rewards, where he assists clients in the design of effective reward programs to attract, motivate, and retain top performers. He works with organizations in a wide range of industries including manufacturing, distribution, health care, insurance and financial services, hi-technology, and utilities.

An internationally recognized expert in compensation matters, Fred has spoken at domestic and global forums and has authored over 50 articles on human resources subjects. In addition, he has co-authored three books, including *The Headcount Solution: How to Cut Compensation Costs and Keep Your Best People* (McGraw-Hill, 2002) and *Work and Rewards in the Virtual Workplace: A New Deal for Organizations and Employees* (American Management Association, 1998), which was voted the SHRM Book of the Year in 1999.

Prior to joining Watson Wyatt, Fred was Founding Partner of The Center for Workforce Effectiveness, a management consulting firm specializing in compensation consulting and human capital strategies. He also served as National Practice Director at Sibson & Co., and as a national Partner at PriceWaterhouseCoopers. Fred began his career as a faculty member of the Cox School of Business at Southern Methodist University in Dallas, Texas.

Fred holds a Ph.D. in industrial relations from the University of Minnesota, as well as degrees from the Anderson School of Management at UCLA, and the University of California at Berkeley. He is past president of the Society for Human Resources Management (SHRM) Foundation and has been a course developer and instructor in the WorldAtWork certification program. Fred currently serves on the editorial board of *Compensation and Benefits Review* and *The Compensation Guide*.

In the News

- Application programmers saw the largest jump in salaries across the IT staff positions for a third year in a row, according to an extensive 2006 IT survey by Enterprise Systems (ES), a provider of real-world business and technology information for managers of large, high-volume computer systems and infrastructures. (*worldatwork.org*)
- The U.S. Department of Labor Aug. 7 announced a \$2,442,582 grant, with an initial release of \$1,613,026, to assist approximately 106 workers dislocated from Ormet Primary Reduction and Ormet Rolling Mills in Hannibal, Ohio. The workers covered under this grant were certified for Trade Adjustment Assistance (TAA), but did not qualify for a Trade Readjustment Allowance (TRA). (*worldatwork.org*)
- The Internal Revenue Service released formal guidance about its new tip reporting procedure, the Attributed Tip Income Program (ATIP). ATIP expands the existing IRS tip reporting and education program by offering employers in the food and beverage industry an additional tip reporting program. ATIP reduces industry recordkeeping burdens, has simple enrollment requirements and promotes reporting tips on federal income tax returns. (*worldatwork.org*)
- Wal-Mart announces it is increasing starting pay rates at more than 1,200 of its 3,900 U.S. stores. They stated they are raising pay increases tied to performance and customer service and setting up wider pay ranges. Starting rates and pay ranges are being reviewed yearly and will adjust to respond to market changes. Wal-Mart's average full-time wage is \$10.11 an hour. (*money.cnn.com*)

Please Note: **This material is provided as general information and is not a substitute for legal or other professional advice.**

Don't Miss the Remaining Two Upcoming WorldatWork certification courses in 2006.

See page 3 for details.

For information or to register, contact WorldatWork at (877) 951-9191 or fax (866) 816-2962 or by e-mail customerrelations@worldatwork.org. Be sure to include the certification course number and the course location (Columbus, Ohio) in your e-mail. CCA members receive a discount on all WorldatWork courses held in Columbus, Ohio. The 2006 course fee for CCA members is \$900. Non-CCA members pay the current WorldatWork fee at the time of registration.

About WorldatWork

WorldatWork is the world's leading not-for-profit professional association dedicated to knowledge leadership in compensation, benefits and total rewards. Founded in 1955, WorldatWork focuses on disciplines associated with attracting and motivating employees. In addition to providing professional affiliation, WorldatWork offers highly acclaimed certification (CCP[®], CBP[™], and GRP[®]) and education programs, the monthly *workspan*[®] magazine, online information resources, surveys, publications, conferences, research and networking opportunities.

www.worldatwork.org

Tell Your Colleagues!

The Benefits of Columbus Compensation Association Membership:

- Discounted WorldatWork Certification Courses
- Discounted Meeting & Seminar Fees
- Membership Directory
- Discounted Meeting & Seminar Fees at GPN Partner Associations in our region
- Excellent Networking Opportunities
- Member Newsletters
- Enhancement of Professional Knowledge & Skills
- Complimentary Job Postings on CCA Website
- Individual Membership that Transfers with the Member

WORLdatWORK

Coming to Columbus in 2006



October 10-12, 2006 at the Clarion Hotel, Dublin, OH **T1: Total Rewards Management**

Learn what is required to develop a rewards program that has the power to attract, retain and motivate employees - total rewards. This basic-level, two-day course is designed as an introduction to the total rewards model and its three components: compensation, benefits and the work experience. Emphasis is given to the concept of the total rewards design process. Finally, participants are introduced to the general skills needed by the HR professional to become an effective strategic business partner. On the third morning, an optional certification exam covers the content of this seminar.

October 10-12, 2006 at Clarion Hotel, Dublin, OH **C11: Performance Management -- Strategy, Design and Implementation**

This intermediate-level course presents the key concepts associated with measuring and rewarding performance at the organization-wide, group and individual levels. Issues addressed include: organizational performance planning, business strategy, the performance management system and process, measurement, individual motivation and the link between rewards and performance. On the third morning, an optional certification exam is administered covering the course content.

Note to Membership:

We are sending the newsletter out via email only. If you or someone you know isn't receiving it please let us know by emailing info@columbuscomp.org. We have found that some companies have IT departments that do not allow mass emails. If this is happening, please let us know an alternate email address or we can mail you a copy by request. Also, you may download it from our website. We apologize for any inconvenience.

Wednesday, November 15, 2006 Breakfast

The Next Generation of Healthcare: Design and Implementation Strategies for a Full Replacement CDHP and HAS

Healthcare has become a major concern for everyone, from individuals to corporations, with double digit increases since 2000. Cost Shifting is no longer sufficient. The focus must be on providing competitive plan offerings designed to improve the overall health of the population and promote/incent consumerism principles. Participants must take ownership of their healthcare and become engaged in their healthcare decisions.

Learn the process Wendy's International, Inc experienced on their way to designing and implementing a full replacement Consumer Directed Health Plan with Health Savings Accounts. We will review the strategies that were developed to meet the challenges presented from plan design to communications to administration to implementation. With the results in for the first year, the future looks bright.

**Columbus Compensation Association
2006 Board Members**

President: Mary Ellis President Mary Ellis Associates, LLC 4744 Brittonhurst Drive Hilliard, Ohio 43026 614-529-8803 mellis@columbus.rr.com	Immediate Past President: Amanda Linard, PHR Compensation Analyst Tween Brands 8323 Walton Parkway New Albany, OH 43054 614-775-3518 alinard@tweenbrands.com
Vice President: Sally Warshaw, CCP Compensation Manager The Scotts Company 14111 Scottslawn Road Marysville, OH 43041 937-644-7186 sally.warshaw@scotts.com	Secretary: Julie Hurley HR Representative Wendy's International, Inc. 4288 W. Dublin-Granville Rd Dublin, OH 43017 614-764-3231 julie_hurley@wendys.com
Treasurer: Rupal Brich Compensation Analyst Sterling Commerce, Inc 4600 Lakehurst Ct. PO Box 8000 Dublin, OH 43016 614-791-5715 rupal_brich@stercomm.com	Communications: Sarah K. Skala, PHR Sr. HRMS Analyst Limited Brands 4 Limited Pkwy Reynoldsburg, OH 43068 614-577-2678 sskala@limitedbrands.com
Membership: Karen Hudson Compensation Manager City of Columbus HR Suite 311 90 W. Broad St. Columbus, OH 43215 614-645-0293 kjhudson@columbus.gov	Programs (Speakers): David Giesman, CCP, PHR Director of People Services Donatos Pizza 935 Taylor Station Road Columbus, OH 43230 Office: 614-416-7829 Fax: 614-416-7706
Professional Development: Don Adams, President Compensation Consultants of Dublin 2881 Charing Road Columbus, OH 43221 614-395-2395 donadams@rroho.com	Programs (Facilities): Holly Bush Sr. Compensation Analyst Huntington Bank 41 S. High Street (HC0318) Columbus, Ohio 43287 614-480-3011 holly.bush@huntington.com

Book Review
By Sarah K. Skala, PHR

The HR Scorecard – Linking People, Strategy, and Performance

The Harvard Business School Press (2001)

Written by: Brian E. Becker, Mark A. Huselid, & Dave Ulrich

Numbers, measures, metrics... what Compensation Professional doesn't love them!

While using metrics to measure how human resources policies and practices contribute to the overall health and success of a business is not a new idea, it does seem to be more prevalent in business today. Many of you may remember Robert S. Kaplan and David P. Norton's Balanced Scorecard framework for businesses to measure actual value-creation processes instead of focusing on just financial results. The HR Scorecard, described in this book, is based on that principle. To be a strategic HR partner, it is critical to show the value of HR programs.

Using real-life business examples, the book provides detailed information on how to go about putting a measurement system in place at your own company.

The chapter on HR competencies is very thorough and insightful.

Overall this book is a great read for anyone who works in Human Resources.

About Columbus Compensation Association

A major purpose of the Columbus Compensation Association (CCA) is to enhance and promote the total compensation profession through the participation of members in seminars for their career growth and personal benefit. To serve this purpose, CCA is pleased to sponsor WorldatWork seminars.

www.columbuscomp.org

Is there anything you'd like to see in our next newsletter?
Please send feedback and ideas to info@columbuscomp.org.

Columbus Compensation Association

2006 Membership Application*

MEMBERSHIPS ARE INDIVIDUAL-BASED AND ARE FOR THE CALENDAR YEAR. **Please feel free to attach a business card with the required information if that is more convenient.**

Member Name: _____ Title: _____

Company Name: _____

Business Mailing Address: _____

Business Phone: _____ Business E-mail: _____

- If you prefer to receive CCA communications at an alternate email address please list it here:

- Beginning this year, newsletters will be **emailed** to you. If you would prefer the printed copy via US mail, check here:

Industry Type (i.e., manufacturing, banking/financial services, insurance, retail, etc.): _____

Are you a new CCA member? Yes If so, who referred you to the CCA? _____

Signature of Applicant: _____ Date: _____

Option One: Individual Membership Annual Dues: \$50.00

Option Two: Membership & Meetings Package: \$170.00
Includes membership dues and all 2006 meetings

****If you are joining the CCA for the first time between October 1 and December 31, 2005, the dues received will go toward your 2006 membership. You will not need to pay dues again in 2006.***

Note: Our Tax ID number is 31-1117241

Please send the completed application and check payable to Columbus Compensation Association to:

Columbus Compensation Association
CCA Membership Coordinator
PO Box 164022
Columbus, Ohio 43216-4022

CCA USE ONLY:

Date Application Received: _____ Membership Directory Updated: _____

Paid membership dues in Q4 2005 Amount: _____

**Columbus Compensation Association
Meeting Registration Form**

**Planning for 2007
Watson Wyatt's 11th Annual Strategic Rewards® Study**

(Attach business card or complete information below)

Name: _____

Title: _____

Company Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Telephone: _____ Fax: _____

E-mail: _____

<u>Cost</u>	<u>Member</u>	<u>Non-Member</u>
Meeting Keynote	\$30*	\$40

* No meeting cost for those who prepaid membership and meeting package for 2006.

Make check payable to CCA and return with registration form by mail to:
Columbus Compensation Association
P. O. Box 164022
Columbus, Oh 43216-4022

To ensure your reservation, mail the completed form and payment so it's received no later than Wednesday, September 22, 2006.

e-mail RSVP's or questions to info@columbuscomp.org