



# Columbus Compensation Association

January 2008

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## Contact Us

<http://www.columbuscomp.org>

[info@columbuscomp.org](mailto:info@columbuscomp.org)

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## Happy New Year!

It is a new year and that means it is time to renew your CCA membership! All you need to do is go to [www.columbuscomp.org](http://www.columbuscomp.org) and read the instructions on the home page. We look forward to your continuing membership and a great year!

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## The Benefits of Columbus Compensation Association Membership

The benefits of CCA Membership:

- Discounted WorldatWork Certification Courses
- Discounted Meeting & Seminar Fees
- Membership Directory
- Discounted Meeting & Seminar Fees at WorldatWork Local Network Groups 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

### 2008 Membership Dues & Meeting Fees

Option 1: Pay for dues and meeting fees separately: \$50 for membership dues, \$30 per meeting

Option 2: Pre-pay an all-inclusive package to include membership dues and all regular CCA meetings for a total cost of \$170. (Note: This does not include fees for any seminars or workshops that might be scheduled in 2008.)

# Meeting Announcement

## Breakfast Presentation

**Tuesday, February 5, 2008**

The Fawcett Center, 2400 Olentangy River Rd.

**Topic: Health Management as a Serious Business Strategy**

**Presenter:**

**Dee W. Edington PhD, Director  
University of Michigan  
Health Management Research Center**

### Schedule

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



<u>Cost</u>	<u>Member</u>	<u>Non-Member</u>	<u>Student</u>
Meeting Keynote	\$30*	\$40	\$10

**Registration Due Date: Tuesday, January 29, 2008**

\* No meeting cost for those who prepaid membership and meeting package for 2008.

To Register for this meeting please go to <http://www.columbuscomp.org>

# Program Overview

## Health Management as a Serious Business Strategy

For the past 30 years the University of Michigan Health Management Research Center has centered its work upon the total value-of-health attributable to total population-health-management. When combined with a “Do-Nothing” strategy, it is clear the escalation of disease costs and the cost of lower productivity related to lifestyle factors is unsustainable in America.

This presentation will:

- Illustrate the impact of the “Do-Nothing” strategy
- Present the business case for effective health management programs
- Identify six major components of Next Generation Health Management programs that help companies achieve zero trend in healthcare costs and other important economic indicators.

## About the Speaker

### Dee W. Edington PhD, Director University of Michigan Health Management Research Center

Director of the University of Michigan Health Management Research Center, D.W. Edington is also a Professor in the Division of Kinesiology at the University of Michigan and a research scientist in the School of Public Health.

Dr. Edington’s teaching and research focus on the relationship between healthy lifestyles, vitality and quality of life, as they benefit both individuals and organizations. He is specifically interested in how individual health promotion, worksite wellness activities and programs within organizations impact health care cost containment, productivity and human resource development. In essence, the HMRC studies the precursors to disease and vitality.

Dr. Edington enjoys the constantly emerging challenges at the HMRC. He describes the Health Management Research Center as dynamic, innovative and a world-class leader in driving towards information-driven decision making in the evolving new health care environment.

Trained in mathematics, kinesiology and biochemistry, Dr. Edington received his B.S. and Ph.D. degrees from Michigan State University and completed his M.S. at Florida State University. He taught at the University of Massachusetts before coming to Michigan in 1976. Dr. Edington is the author or co-author of over 500 articles, presentations, and several books, including *Biology of Physical Activity*, *Biological Awareness*, *Frontiers of Exercise Biology*, *The One Minute Manager Gets Fit* and the 2nd edition, *The One Minute Manager Balances Work and Life*.

## President's 2008 Message

**HELLO EVERYONE.** Welcome to a new year. I hope that each of you and your families enjoyed the holiday season.

As we "kick off" 2008, The Columbus Compensation Association Board (CCA) is excited to present our members with a full spectrum of programs. In 2008, the Columbus Compensation Association will continue to explore five key elements of the total rewards professional which include:

- **Compensation**
- **Benefits**
- **Work-Life**
- **Performance and Recognition**
- **Development and Career Opportunities**

Our Vice President of Programming has been busy planning for the upcoming year. Our first meeting is scheduled for **Tuesday, February 5, 2008** at the Fawcett Center. The topic is **Health Management as a Serious Business Strategy**. The speaker is Dee Edington. Who is the Director University of Michigan Health Management Research Center. Dr. Edington is world renowned and we are honored to host this meeting. We look forward to seeing you there!

Please remember that you need register for the event via on-line registration at [www.columbuscomp.org](http://www.columbuscomp.org).

The remainder of the 2008 meetings are being finalized and will include a return from David Cicheli. Please check the website and Mark Your Calendars!!!

As always, we strive to provide current information, best practices, leading issues, and legislative changes impacting our "Total Rewards" environment. The CCA Board would like to extend an invitation to you to renew or join for the first time.

This year's schedule of all the WorldatWork courses being hosted by your Columbus Compensation Association can be found in the newsletter. In order to register for any of the WorldatWork courses, please sign up directly with WorldatWork by contacting Customer Relations at (877)951-9191 or [customerrelations@worldatwork.org](mailto:customerrelations@worldatwork.org)

Once your registration is complete:

- WorldatWork sends binders directly to attendees
- WorldatWork processes all payments...they take credit cards
- Toll free telephone number for the attendees questions or concerns
- Professional confirmation letter sent to all attendees

We sincerely thank the 2007 Board and our Immediate Past President, Mary Ellis for her leadership, guidance and wisdom. Mary will continue to be a key advisor and resource to our members and board in 2008.

In closing, please join me in a round of applause and appreciation to our Board of Directors. Our 2008 Board Members are as follows:

- President – **Julie Hurley, CCP**
- Vice President Membership – **Sarah Skala, CCP, PHR**
- Vice President Programming – **David Giesman, PHR**
- Treasurer – **Michael Kalan, CCP, PHR**
- Secretary - **Rupal Brich, CCP**
- Education Director – **Amanda Linard CCP, PHR**
- Communications Director – **Teri Martise, PHR**
- Website Director – **Sally Wiseman, CPA**

If you are interested in becoming a board member or assisting at the meetings we are looking for volunteers to assist throughout the year.

If you have any questions or comments, please feel free to contact any of the CCA Board. The Board and I appreciate your continued dedication to the CCA and look forward to 2008 being a GREAT YEAR!

Sincerely,

Julie Hurley  
President – Columbus Compensation Association

# Welcome our 2008 CCA Officers

## **President: Julie Hurley, CCP**

Julie is a Senior Human Resource Compensation Consultant at Cardinal Health. She has been actively involved with CCA as an appointed board member and elected positions for the last six years serving as Secretary, Facilities, Communications and Website Chairs. She is the current President of CCA. Julie holds a Bachelor's degree The Ohio State University as well as her WorldatWork CCP designation.

## **Vice President Programming: David Giesman, CCP, PHR**

David Giesman is the Director of People Services for Donatos Pizza and is responsible for compensation and benefits. He has served on the Columbus Compensation Association Board for the past three years as the Vice President of Programming. He holds a B.S. degree from Iowa State University as well as his CCP and PHR designations.

## **Vice President Membership: Sarah Skala, CCP, PHR**

Sarah is currently a Sr. Compensation Specialist on the North American Compensation Business Services team at Convergys supporting multi-billion dollar global pharmaceutical and science companies. In the past Sarah has worked in compensation and human resources technology at Limited Brands and Cardinal Health. Sarah was the 2007 CCA VP of Membership. Previous to that role, she was the Communications Chair for 2005 and 2006. She holds a Bachelor's degree from Kent State University as well as a Master's in Labor and Human Resources from The Fisher College of Business at The Ohio State University.

## **Treasurer: Michael Kalan, CCP, PHR**

Michael has worked in the compensation discipline since 1999. He currently is a Compensation Consultant for The Ohio State University Medical Center. Prior to working at the university medical center, his compensation experience includes roles at Nationwide, Wendy's International and Cincinnati Children's Hospital. Michael has been actively involved with the Columbus Compensation Association for the last six years serving as an appointed board member - Treasurer (2005) and Secretary (2007) as well as a member of the Program Committee (2004). He has a Bachelor's degree from The Ohio State University as well as a CCP and PHR designation.

## **Secretary: Rupal Brich, CCP**

Rupal has worked in the compensation discipline since 2000. She currently is a Compensation Consultant for Sterling Commerce. Prior to working at Sterling Commerce, Rupal worked at Cingular Wireless as a Staffing Coordinator. Rupal has been an active member with the Columbus Compensation Association for the last seven years. She has served as the treasurer for the Columbus Compensation Association for the past two years. She has also helped with the Programming Committee in prior years. Rupal holds a Bachelor's degree from Franklin University as well as a CCP designation.

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## Professional Development 2008 WorldatWork Courses

Below is a listing of the NEW 2008 WorldatWork courses offered in Columbus, OH.

April 21 – 23, 2008

B1: Fundamentals of Employee Benefits  
C1: Regulatory Environment

July 9 – 11, 2008

C4: Base Pay Management  
T11: Fundamentals of Equity Rewards

October 6 – 8, 2008

T3: Quantitative Methods  
C5: Elements of Sales Compensation

Suggestions for upcoming professional development classes? Simply email Amanda Linard, CCA Professional Development Chair at [amanda.linard@cardinalhealth.com](mailto:amanda.linard@cardinalhealth.com).

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## November 8th Meeting Book Winners!

Congratulations to our November 8th Breakfast Presentation Book Winners!

**Christy Jordan** – *Limited Brands*

**Holly Bush** – *Huntington*

**Julie Doncyson** – *Abbott*

**Tori Blais** - *Battelle*

Winners received copies of award winning books about compensation, benefits and human resources.

### **February 5th Meeting Prizes:**

Don't forget to drop off your business cards at the registration desk on February 5<sup>th</sup> to be entered in a drawing to receive a popular compensation or benefits book.



## In the News

- On Wednesday, December 26, 2007, the Equal Employment Opportunity Commission (EEOC) issued a final regulation allowing employers who voluntarily offer retiree health plans, to use plan designs that coordinate the coverage with Medicare without violating the Age

Discrimination in Employment Act of 1967 (ADEA). In 2000, the U.S. Court of Appeals for the 3rd Circuit in *Erie County Retirees Association v. County of Erie* ruled that the ADEA required employers to spend the same amount on health insurance benefits provided to Medicare-eligible retirees as those provided to younger retirees. SHRM argued strongly against this decision by filing an amicus brief with the court pointing out that that most employer health care plans that offer retiree health care coverage, coordinate this coverage with Medicare and that prohibiting this integration would be detrimental to continuing health coverage to retirees. In the wake of the court decision, the EEOC issued a proposed rule allowing for a limited exemption to the ADEA for purposes of retiree health plans. After a challenge by the AARP to the EEOC's ability to issue such a rule, the rule's limited exemption was upheld by the court in a subsequent decision. ([www.shrm.org](http://www.shrm.org))

- Cash bonuses are still king for high-performing employees, and many privately held companies are responding accordingly, a recent study says. Nearly 80 percent of the 300 respondents to a WorldatWork and Vivient Consulting study say they have at least one short-term incentive plan; nine out of 10 companies with such plans say high-performing employees get bonuses for their hard work. Using short-term incentives or variable pay programs is a great tool many private and public companies use to focus employees on critical goals, says Leonard Sanicola, compensation practice leader for Scottsdale, Arizona-based WorldatWork. "This is the way to reward people and increase productivity" Sanicola says. Privately held companies with varying revenue sizes stay within 2 percent to 12 percent of operating income to fund their short-term incentive program, the study showed. Overall, participating companies' revenues ranged from \$100 million to more than \$5 billion. Critical to the success of any incentive program is communication and setting appropriate measures, Sanicola says. Incentive programs turn into entitlement plans when employees don't understand company goals and the role they play in achieving them. Employees "wouldn't be as upset about not receiving a bonus if they understood how profit for a company is made and how their contribution influences that," Sanicola says. ([www.workforce.com](http://www.workforce.com))
- The U.S. Department of Labor's Wage and Hour Division (WHD) reported that it recouped more than \$220 million in back wages for workers in fiscal year 2007, the highest amount ever. In fiscal year 2007, WHD recovered \$220,613,703 for 341,624 workers. Since fiscal year 2000, WHD has recovered more than \$1.25 billion for nearly two million workers. WHD says it has placed a major focus on bringing very large employers into compliance, noting that numerous employers have made multi-million dollar payments, in two instances to more than 20,000 workers. Earlier this year, WHD obtained the largest private-sector settlement in the agency's history. WHD is responsible for administering and enforcing some of our nation's labor laws, including: the minimum wage, overtime, and child labor provisions of the Fair Labor Standards Act; the Family and Medical Leave Act; the Migrant and Seasonal Agricultural Worker Protection Act; worker protections provided in several temporary visa programs; and the prevailing wage requirements of the Davis-Bacon Act and the Service Contract Act. ([www.compensation.blr.com](http://www.compensation.blr.com))

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

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## WorldatWork Bookstore

The following books are recommended by WorldatWork and are available for purchase at their website - [www.worldatwork.org](http://www.worldatwork.org)



**Workforce Engagement  
Strategies to Attract,  
Motivate  
and Retain Talent**

Stephen P. Hundley, Ph.D.,  
Frederic Jacobs, Ph.D.,  
and Marc Drizin

List \$39.95 USD (Members: \$29.95 USD)



**Pre-order today!**

**The Employee's Guide to Becoming a  
Smart Benefits Shopper**

World@Work Press

List \$19.95 USD (Members: \$15.95 USD)

## *Columbus Compensation Association 2008 Board Members*

<p><b>PRESIDENT</b>  <b>Julie Hurley</b>                  Sr. Compensation Consultant                  Cardinal Health                  7000 Cardinal Pl                  Dublin, OH 43017                  614-757-4487                  Julie.hurley@cardinalhealth.com</p>	<p><b>VICE PRESIDENT PROGRAMMING</b>  <b>David Giesman, CCP, PHR</b>                  Director of People Services                  Donatos Pizza                  935 Taylor Station Rd                  Columbus, OH 43230                  614-416-7829                  dgiesman@Donatos.com</p>
<p><b>VICE PRESIDENT MEMBERSHIP</b>  <b>Sarah K. Skala, CCP, PHR</b>                  Sr. Compensation Specialist                  Convergys                  201 E. Fourth St., Atrium One                  Cincinnati, OH 45202                  513.476.4675 mobile                  513.723.2689 office                  sarah.skala@convergys.com</p>	<p><b>SECRETARY</b>  <b>Rupal Brich</b>                  Compensation Consultant                  Sterling Commerce, Inc.                  4600 Lakehurst Ct                  Dublin, OH 43016                  614-791-5715                  Rupal_brich@stercomm.com</p>
<p><b>TREASURER</b>  <b>Michael Kalan</b>                  Compensation Consultant                  Ohio State University Medical Center                  Dept: Human Resources Shared Services                  660 Ackerman Rd PO BOX 183100                  Columbus, OH 43218-3100                  614-293-7996                  Michael.kalan@osumc.edu</p>	<p><b>COMMUNICATIONS</b>  <b>Teri Martise, PHR</b>                  Sr. Compensation Analyst                  Limited Brands                  3 Limited Pkwy                  Columbus, OH 43230                  614-415-8167                  tmartise@limitedbrands.com</p>
<p><b>PROFESSIONAL DEVELOPMENT</b>  <b>Amanda Linard, CCP, PHR</b>                  Compensation Director                  Cardinal Health                  7000 Cardinal Place                  Dublin, OH 43017                  614-757-7735                  amanda.linard@cardinalhealth.com</p>	<p><b>TECHNOLOGY</b>  <b>Sally Wiesman, CPA, CCP, GRP</b>                  Director Global Compensation                  Hexion Specialty Chemicals                  180 East Broad Street                  Columbus, OH 43215                  614.225.2067 office                  614.225.4238 fax                  Sally.Weisman@hexion.com</p>
<p><b>PAST PRESIDENT</b>  <b>Mary Ellis</b>                  Population Health Manager                  Ohio Department of Administration Services                  30 E Broad St, 28<sup>th</sup> Floor                  Columbus, OH 43215                  614-644-1802                  mary.ellis@das.state.oh.us</p>	

### *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 WordatWork seminars.

Is there anything you would like to see in upcoming issues of our newsletter? Please send feedback to [info@columbuscomp.org](mailto:info@columbuscomp.org).

