



Columbus Compensation Association

January 2007

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Contact Us

<http://www.columbuscomp.org>
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Meeting Announcement

Lunch Presentation
 Tuesday, February 6, 2007

The Fawcett Center, 2400 Olentangy River Rd.

Total Rewards and Compensation Health Check

Presenter: John Anderson, Principal, Axiom Consulting Partners

Schedule

Registration	11:15 – 11:30 a.m.
Lunch	11:30 - Noon
Keynote Presentation	12:00 – 1:00 p.m.

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

Registration Due Date: Wednesday, January 31, 2007

* No meeting cost for those who prepaid membership and meeting package for 2007.

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

Program Overview

Total Rewards and Compensation Health Check

Today's business environment is one of continuous change. The local newspaper is likely to have an article about a recent acquisition, expansion or downsizing of a company. These situations often result in the Human Resources team reviewing its strategy and day-to-day activities to support the new business plan. However, there are many more companies that continue to evolve with little fanfare. Often the Human Resources team is extremely busy executing day-to-day activities and unable to find the time to assess the value of current policies and practices. Instead, different elements of the Total Rewards strategy are tweaked to "fix" an immediate problem. Due to the dynamic nature of business and the inter-relationship of rewards, these factors result in compensation programs and practices becoming less relevant to the business.

To ensure that the Total Reward strategy is supporting the achievement of the business strategy, Compensation leaders are conducting Total Rewards & Compensation Health Checks. During our meeting on February 6th, John Anderson of Axiom Consulting Partners will share examples and insights on conducting a Total Rewards & Compensation Health Check. This will include an overview of Total Rewards, implementing a strategic compensation system; "A Pay", and the linkage of rewards to performance management.

About the Speaker

John Anderson
Principal, Axiom Consulting Partners

Mr. Anderson builds success for companies through innovative human resources practices. He has developed and led groundbreaking initiatives that bring talent to the front and center of business strategy and competitive advantage. He applies over twenty years of experience to his work with clients and helps them implement pragmatic people solutions to business issues.

Mr. Anderson began his career with Hyatt Hotels Corporation where he held operational and human resources leadership roles in business units and at the corporate level for 14 years. He then joined The Walt Disney World Company and served as the Director of Compensation, Performance Management and Relocation. After six years with Disney, he accepted a unique opportunity to assist in the transformation of the Chicago Mercantile Exchange from a 102 year old membership organization into a "for-profit" company. Most recently, Mr. Anderson has served as an internal consultant for GN Great Nordic, an international personal communications firm. During this time, his main focus has been on talent management. Mr. Anderson received his BA from Michigan State University and is a Certified Compensation Professional.

President's 2007 Message

Welcome to the new year of Columbus Compensation Association, to our returning members as well as our new members. We look forward to another year of stimulating programs, WorldatWork courses, and networking with colleagues.

We start the year with a much-requested topic: Total Rewards. In February, John Anderson from Axiom Consulting Partners joins us. John practices with Peter LeBlanc who has spoken to our group on a number of occasions.

During his presentation, John will discuss Total Rewards and Compensation Health Check. He will make recommendations on how to conduct a strategic review of a compensation program to ensure that it is still relevant to a changing business. This discussion will be a guide to checking all elements of a total rewards program to ensure the program leads the business rather than trails the business with outdated practices.

We are also excited about the six WorldatWork certification courses we are sponsoring this year. A great deal of thought went into the selection of these courses. Later in this newsletter you will see complete descriptions of these courses, but let me tell you why these particular courses were selected:

B2	Retirement Plans	This is a hot topic due to changes in 401(k) plans
T2	Accounting & Finance	This is a core course and always very popular
T4	Strategic Communications in TR	This topic is appealing in a total rewards atmosphere
C12	Variable Pay	Variable pay is a very popular topic
C15	Global Compensation	New class; CCA is only organization offering in region
C17	Market Pricing	New class; CCA is only organization offering in region

In other WorldatWork news, WorldatWork is hosting its annual Total Rewards Conference and Exhibition May 6-9 in Orlando, Florida. Registration is currently available at an early bird rate.

Our annual membership campaign is underway. If you have not done so already, please renew your membership and invite your colleagues who may not be members to join CCA. Many members are choosing the convenient all-in-one membership plus pre-paid meetings fee, which allows you to make one easy payment that covers your dues and meeting payments for the entire year.

We are always interested in your ideas and suggestions for topics at our membership meetings. Let us know what your biggest challenges are and what topics you would like for us to address by contacting David Giesman our 2007 Vice President of Programming. David and I, as well as any of the board members, can be contacted by sending an email to info@columbuscomp.org

Until then, I look forward to seeing you at the February 6 meeting.

Mary Ellis
President, Columbus Compensation Association

Welcome our 2007 CCA Officers

President: Mary Ellis

Mary is a Human Resource Consultant working in the areas of compensation, human resource development and employee relations. She is the current President of CCA, and a past president of the Human Resource Association of Central Ohio. Mary attended Denison University and has a Labor and Human Resources degree from The Ohio State University.

Vice President Programming: David Giesman

David is the Director of Compensation and Benefits for Donatos Pizza. He has been actively involved with CCA as an appointed board member for the last two years serving as Programming Chair. He holds a B.S. degree in Industrial Engineering from Iowa State University as well as his CCP and PHR designations.

Vice President Membership: Sarah Skala

Sarah is a Senior HR Technology Analyst with Limited Brands and has worked in the compensation field since 2001. Previously employed by Cardinal Health, Sarah has been CCA's Communications Chair for the past two years. She holds a Bachelor's degree from Kent State University as well as a Master's in Labor in Human Resources from the Fisher College of Business at The Ohio State University. She has a PHR and will complete her CCP designation in 2007.

Secretary: Michael Kalan

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) 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.

Treasurer: Rupal Brich

Rupal is a Compensation Consultant for Sterling Commerce, having been previously employed at Cingular Wireless as a Staffing Coordinator. Active with the Columbus Compensation Association for six years, Rupal has assisted with the CCA Program Committee and currently serves as Treasurer. She has a Bachelor's degree from Franklin University and a CCP designation.

Goodbye to our Departing Board Members

Please join us in saying goodbye to our departing board members: Karen Hudson, Holly Bush and Don Adams. We truly appreciate all the hard work, time and knowledge that they contributed during their board membership. We certainly would not be the same without them. Good luck, Karen, Holly and Don!

2007 CCA Bylaw Changes

Changes to the CCA bylaws were voted on at the November, 2006 Annual Meeting. A synopsis of those changes is listed below. The complete bylaws can be found at:

<http://www.columbuscomp.org/mc/page.do?sitePagelId=15999> .

- The number of elected officers will change from four to five: vice president will be eliminated, and vice presidents of membership and programming will be added. These new vice presidents were previously appointed coordinators.
- Change in the term of office: Current bylaws state, "The President may not be elected to successive terms." Revision states that officers may serve no more than two successive terms in the same position. Elected officers will serve terms of two years.
- Duties of the vice president of programming will be defined as responsible for educational and programming related duties.
- Duties of the vice president of membership will be defined as responsible for recruiting new members and managing the annual membership drive.
- Technology coordinator position will be added. Responsibilities include managing the CCA web site and advising the organization on technology issues.
- Facilities coordinator position will be defined. Responsibilities include meeting site arrangements and event reservations.

Professional Development (WorldatWork)

Professional development is critical to today's workforce. The skills and knowledge that an employee possesses contributes to the success of an organization. By developing skills and knowledge, an employee is also showing commitment to their profession. Many professionals are being asked to do more with less. It is important to the Columbus Compensation Association to continue the education of business professionals in the area of total rewards (or compensation and benefits).

There are many different certification programs that can be obtained by a Human Resources Professional. The Columbus Compensation Association will be hosting six WorldatWork courses this year to assist in expanding the knowledge of professionals who may or may not be seeking the CCP designation from WorldatWork. We are also offering five regular meetings this year to keep local Human Resources professionals informed on the latest compensation and benefits topics, trends, and legislative updates.

Below is a list of WorldatWork courses offered in 2007 in Columbus.

April 23, 24, 25 2007

B2: Retirement Plans — Design and Management
T2: Accounting and Finance for the Human Resources Professional

July 16, 17 and 18, 2007

T4: Strategic Communication in Total Rewards
C12: Variable Pay: Incentives, Recognition and Bonuses

October 1, 2, 3, 2007

C15: Global Compensation - Strategy in Practice
C17: Market Pricing – Conducting a Competitive Pay Analysis

The Columbus Compensation Association would like to hear your input on what other total rewards related professional development opportunities should be offered. This may include WorldatWork courses that should be offered next year as well as other professional development opportunities that would be of value to you and other members of your organization.

Please send your ideas and comments to Amanda Linard at amanda.linard@cardinal.com

WorldatWork Course Descriptions

B2: Retirement Plans — Design and Management

Course Overview

This intermediate-level course presents an overview of objectives, principles, practices, rules and regulations in retirement planning. It provides the foundation on which qualified retirement plans are designed, implemented and managed. This course does not cover multi-employer, government, 403(b), or nonqualified retirement plans in depth.

What You Will Learn

- Retirement Income Needs and Sources
- Employer-Sponsored Retirement Plans
- Legal, Regulatory and General Nondiscrimination Rules
- Defined Contribution (DC) Plans
- Defined Benefit (DB) Plans
- Hybrid Plans
- Tax Laws and Fiduciary Responsibilities
- Plan Investment and Financing Issues

T2: Accounting and Finance for the Human Resources Professional

Course Overview

This intermediate-level, two-day course offers an introduction to accounting by exploring the major groups of accounts and the financial statements that make up a company's annual report. It also provides coverage of the financial concepts that HR professionals should understand to interact effectively with the individuals in accounting and finance departments. On the third morning, an optional certification exam covers the content of this seminar.

What You Will Learn

- Introduction to Accounting
- The Balance Sheet
- The Income Statement
- Statement of Cash Flows and Shareholders' Equity
- Financial Analysis
- Planning and Financing the Business
- The Strategic Partnership -- Human Resources and Finance

T4: Strategic Communication in Total Rewards

Course Overview

This course provides an introduction to strategic communication, focusing on total rewards communication. It begins by establishing the purpose and value of strategic communication along with discussing how behaviors can be influenced by communications. In addition, an eight-step process is detailed providing guidance for creating an effective and efficient communication campaign. Case studies provide participants an opportunity to apply the eight-step process. Furthermore, specific communications related to each of the total rewards elements are highlighted, as are suggestions for communicating special situations, such as a merger or acquisition.

What You Will Learn

- Communication Strategy and Total Rewards
- Communication Fundamentals
- The Strategic Communication Process
- Managing the communication campaign
- Total Rewards Communication and Special Situations

C12: Variable Pay: Incentives, Recognition and Bonuses

Course Overview

This intermediate-level course presents the fundamentals of variable pay. The course focuses on compensation strategy and variable pay, definitions and the design and implementation of incentive, recognition and bonus plans.

What You Will Learn

- Total Rewards Variable Pay
- Supporting Business Objectives through Variable Pay
- Types of Variable Pay
- Developing a Variable Pay Plan
- Implementation and Evaluation

C15: Global Compensation - Strategy in Practice

Course Overview

This intermediate-level two-day course explores the strategy and design of compensation in a global environment. Topics include the development of an effective compensation strategy that responds to organizational and environmental complexities. The design and administration of base pay and variable compensation is reviewed, as are best practices in global compensation.

What You Will Learn

- Global Compensation in Context
- Business Strategy, People Strategy and Organizational Structure
- Global Compensation Strategy
- Base Pay in a Competitive Landscape
- Variable Compensation - Incentives and Equity
- Unique Employee Groups
- Compensation Administration and Communication
- Global Compensation Best Practices

C17: Market Pricing – Conducting a Competitive Pay Analysis

Course Overview

This two-day course will provide a consistent and effective methodology for market-pricing benchmark jobs within an organization. Participants will have an opportunity to develop their data utilization skills through classroom practicum exercises. On the third morning, an optional certification exam covers the content of this course.

What You Will Learn

- Total Rewards and the Compensation Function
- Market Pricing and Business Strategy
- Survey Data
- Collecting Survey Data
- Utilizing Survey Data
- Practicum
- Exceptions and Special Situations
- Communication

The Benefits of Columbus Compensation Association Membership

Have you paid your 2007 Membership Dues yet? The Membership form may be found at:
<http://www.columbuscomp.org/mc/page.do?sitePagelId=16000>

The benefits of CCA 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

2007 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 2007.)

November 15th 2006 Meeting Review

Wednesday, November 15, 2006 Breakfast Presentation by Sarah Skala
The Next Generation of Healthcare: Design and Implementation Strategies for a Full Replacement CDHP and HSA

Presenter: Lynn A. Bauman, Director, Employee Benefits Wendy's International, Inc.

Lynn walked us through the history behind Wendy's business case for change to their healthcare model. Rising healthcare costs as well as the betterment of employee and dependent health and well being were the driving causes for change. A detailed analysis was developed to determine the changes that would be most beneficial to both the employer and employee. A task force was pulled together to evaluate the current program, the future costs and to explore various plan options. A survey of the workforce to evaluate their health care behavior was an excellent idea that Wendy's implemented. Often times this additional step is ignored and later effects how employees view and accept the plans. A major key to reducing the cost of healthcare was to get employees more involved in their healthcare by providing them with easier access to information on healthier lifestyles and explaining to them how to better spend their healthcare dollars. The result of the project was a choice of consumer choice plans with some unique components. Health Savings Accounts (HSAs) were added to the company health plan as well. Lynn ended the presentation with a series of statistics showing changes in the company's costs, employee behaviors, employee participation, and claims. It was interesting to see how well the plan changes were accepted by the employees.

In the News

- The government reported Friday that employers are still in a hiring mood, adding an estimated 167,000 new jobs in December. The latest employment report shows a continued loss of manufacturing jobs paired with an expansion of service sector industries like education and health care. Education and health services added 43,000 jobs in December, professional and business services added 50,000, leisure and hospitality employment rose by 31,000 and financial firms added 9,000 new jobs. Meanwhile the nation's factories shed 12,000 positions last month and construction companies eliminated 3,000 jobs as the housing and auto markets remain mired in a slump. Retailers shed just over 9,000 slots. (www.msnbc.msn.com)
- Alaska has adopted regulations providing benefits to same-sex partners of state employees. The Supreme Court of Alaska had ruled that denying benefits to same-sex partners of state employees violated the equal protection clause under the state's constitution and had ordered the state to provide benefits to same-sex partners of state employees by January 1, 2007. (www.hr.blr.com)
- President Bush said that he supports raising the minimum wage from \$5.15 per hour to \$7.25 per hour over a two-year period. Democrats have vowed to raise the minimum wage when they take control of Congress in January. However, they have previously balked at packaging a minimum-wage increase with tax cuts. In August, Democrats in the Senate were successful in blocking legislation that combined a minimum wage increase with estate tax breaks. Twenty-nine states have approved minimum wages above \$5.15 per hour. Ten of those states have tied future minimum-wage changes to inflation. (www.compensation.blr.com)
- Eighty-two Republicans joined with Democrats in the U.S. House of Representatives to approve legislation that would boost the federal minimum wage from \$5.15 per hour to \$7.25 per hour in three steps over a period of 26 months. The legislation passed on a vote of 315 to 116 yesterday and now moves to the Senate. Under the legislation, the minimum wage would increase to \$5.85 an hour effective on the 60th day after the date of enactment of the bill. The minimum wage would increase to \$6.55 an hour 12 months after the first increase became effective. In the third step, the minimum wage would rise to \$7.25 per hour beginning 24 months after the first increase became effective. (www.shrm.org)

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

Columbus Compensation Association 2007 Board Members

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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.