

Columbus Compensation Association



www.columbuscomp.org

August 2005 Newsletter

2005 Mercer Benchmark Survey Overview

**September 21, 2005
Breakfast Presentation**

Registration **8:00 – 8:15 AM**
Breakfast **8:15 – 8:35 AM**
Presentation and Q & A **8:35 – 9:45 AM**

Presented by: Susan Haberman

In developing compensation strategies for 2006, 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 2006.

Back by popular demand from last year, Susan Haberman from Mercer Human Resource Consulting will discuss salary increase planning for 2006, trends in total rewards management, highlights from the 2005 Mercer Metropolitan Benchmark Survey (which is endorsed by Columbus Compensation Association), and specific issues facing Columbus employers.

Read about Susan Haberman on page 6.

To register please see page 7.

Learn more about Mercer Human Resource Consulting on their website at www.mercer.com.

CCA will sponsor two **WorldatWork** certification courses at the Embassy Suites Hotel in Dublin this October. Don't miss the opportunity to attend - see details on page 3.

October 10 -12, 2005

T3: Quantitative Methods

C6: Principles of Executive Rewards

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 2005 fee of \$850 includes the exam, with the exception of T3, which is \$880. 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

In the News

- As labor markets become more competitive and the focus shifts to attracting and retaining top talent, fewer companies are freezing salaries and more are offering compensation in the form of bonuses. (WorldatWork)
- According to research from Judy Diamond Associates, Inc., publishers of FreeERISA.com's Complete Compensation Database, the CEOs of underperforming companies worldwide received markedly higher bonuses in 2004 than in 2003, despite layoffs and lower revenues. (PR Newswire)
- Thanks to Sarbanes-Oxley, Finance-Chief Turnover Is Rising. In fact, total turnover among the CFOs of Fortune 500 companies rose 23% during 2004 from a year earlier. (careerjournal.com)
- Pension reform legislation appears to be moving in both houses of the U.S. Congress, following the unanimous approval on July 26 of the National Employee Savings and Trust Equity Guarantee Act (NESTEG) by the Senate Finance Committee. (SHRM)
- Don't forget that on October 1st the Maine minimum wage increases to \$6.50 and the New Jersey minimum wage increases to \$6.15.

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

REMEMBER to keep your contact information current by emailing any changes to info@columbuscomp.org. This is more important than ever as we will be sending out information from our new website to you via email.

The New CCA Website is Live!

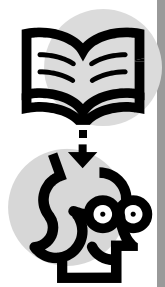
We are pleased to announce we have a new website for our members. The address remains the same. Please explore it and give us your feedback. We would especially like you to spend a few minutes by [completing our membership survey](#). This valuable survey will help us improve your membership. Thank you!

www.columbuscomp.org

Book Review

Reviewed by Amanda Linard,
Compensation Analyst,
Too Brands

The Present
by Spencer Johnson



Would you like to open *The Present*? Spencer Johnson has done it again. The author of "Who moved my cheese?" has written another easy to read book that includes a powerful message. This book starts out with a young boy inquiring from a wise man about a present. The man explains that this present "is the most valuable one of all." As you can imagine, the young boy is enthusiastic about receiving this present and hopes he gets it for his birthday. As the young boy grows up, he keeps his friendship with his neighbor and continuously guesses as to what this present is. He asks is it a time machine? Will it make me rich? Is it magical?

The boy, now a young man, gets a job in an office. One day he realizes that he is unhappy. This boy goes to see neighbor man and is told that the present "...is a gift that you give to yourself", and that "He'd known it best when he was younger. He'd simply forgotten."

Over the next couple years, this young man continues to search for this mysterious present and successfully finds it. The remainder of the book explains how you can find the present and how to use it. *The Present* will aid you in focusing on what is important and can make you happy and more successful in your job. This short book is a definite must read!!!

Have you read an interesting book lately? Would you like to be our next Book Reviewer? E-mail info@columbuscomp.org if interested!

WORLdatWORK

Two Certification Courses Coming to Columbus in October

October 10-12, 2005 at Embassy Suites Hotel, Dublin, OH

T3: Quantitative Methods

This intermediate-level, two-day course is one of the CCP/CBP common core courses offered by WorlDatWork. It focuses on general quantitative concepts, basic statistical tools, the mathematics of total rewards design and administration, mathematical modeling, and regression analysis. Participants learn to consider data from numerous sources, with an emphasis on problem solving and decision-making. On the third morning, an optional certification exam covers the content of this course. This course is intended for those individuals who are relatively new to the field as well as experienced practitioners who seek a basic treatment for applying statistics in total rewards management. Participants will benefit most from this course if they are proficient in the concepts covered in course T1. It is assumed that participants have had no formal exposure to statistics, but have had a basic algebra course.

C6: Principles of Executive Rewards

This intermediate-level course provides an overview of the executive rewards field. Topics include a review of executive compensation and benefits plans, how they operate, and tax and accounting treatments. This course is particularly valuable for professionals who are new or relatively new to the executive rewards function. This course presents the difference between the rewards of executives and other employees. It is recommended that participants be proficient with the content covered in WorlDatWork course T2 or have at least two years of experience in the compensation function before taking this course.

Look for the following courses in 2006!

March 8-10, 2006 at Columbus Marriott Northwest, Dublin, OH

C4: Base Pay Management

*CCA planned to host **C9: Elements of Expatriate Compensation**, however, WorlDatWork is no longer offering this course. A replacement course will be announced shortly.*

July 10-12, 2006 at Columbus Marriott Northwest, Dublin, OH

C2: Job Analysis, Documentation and Evaluation

B3: Health Care and Insurance Plans -- Design and Management

October 10-12, 2006 at Columbus Marriott Northwest, Dublin, OH

T1: Total Rewards Management

C11: Performance Management -- Strategy, Design and Implementation

Upcoming CCA Meeting:

CCA welcomes D. Lewis Clark Jr., a Partner at Squire, Sanders & Dempsey L.L.P., on November 15, 2005 at The Fawcett Center at 11:00 AM.

2005 Legal Update: FLSA Update - One Year Later and Domestic Partner Benefits

FLSA Update - One Year Later

New rules governing overtime eligibility for “white-collar” workers under the Fair Labor Standards Act took effect in August 2004. These new rules were the first significant changes to the FLSA in nearly a half century. Most notably they updated the rules regarding which employees are eligible for overtime pay. This session will provide insightful and practical information on the impact of the new changes and provide resources for understanding the effect these new rules have had on employers.

Domestic Partner Benefits

For many years, the issue of whether or not to provide employee benefits to employees’ domestic partners has been hotly disputed. Most recently, the federal Defense of Marriage Act (“DOMA”), the Ohio Defense of Marriage statute, and the Ohio voters’ passage of Issue 1 in November 2004 banning same-sex marriage have each highlighted and fueled the debate.

In this presentation, Lew will cover practical topics such as:

- Tax & ERISA Implications of domestic partner benefits
- How far does the employer wish to extend coverage?
- How does the employer want to define domestic partners?
- What level of employee contributions will be charged for domestic partner coverage?
- What enrollment levels are expected and what costs does the employer expect to incur?
- Tax consequences for employees and employers if welfare benefits are extended to domestic partners

WorldatWork Certification Seminars Offered by Global Network Partners

Cincinnati, OH - October 5-7, 2005

- Elements of Sales Compensation (C5)
- Accounting & Finance for the HR Professional (T2)

Indianapolis, IN - September 21-23, 2005

- Strategic Benefits Planning (B4)
- Total Rewards Management (T1)

Knoxville, TN - October 17-19, 2005

- Accounting and Finance for the HR Professional (T2)

Louisville, KY - October 5-7, 2005

- Regulatory Environments for Compensation Programs (C1)

Nashville, TN - September 7-9, 2005

- Elements of Sales Compensation (C5)

Pittsburgh, PA - Aug. 15-17, 2005

- Job Analysis, Documentation and Evaluation (C2)

Pittsburgh, PA - Nov. 14-16, 2005

- Managing Flexible Benefits (B5)

Looking for a compensation professional for your organization?

Your organization may post job openings, *free of charge*, on the CCA website for 30 days. Send information to info@columbuscomp.org. Unlimited word count. Don't forget to include the contact information for the candidate to apply.



Have You Thought About WorldatWork Certification?

We all live very busy, fast-paced lives. When was the last time you paused to reflect on your own professional development?

I had the good fortune to work for an HR Director who was firmly committed to investing in the professional development of employees. As a result, I became a Certified Compensation Professional (CCP) in 1997. Having the certification instantly garners respect. It communicates that I am an accomplished professional who exhibits a demonstrated level of compensation expertise. My work experience has been in the public sector, and it frequently requires creating and implementing strategic compensation initiatives. The CCP credential has definitely helped me to have a “seat at the table”.

So whether you are curious about the certifications, or if you are just looking for a particular course to position yourself better for upcoming challenges, visit the WorldatWork website at www.worldatwork.org. Visit CCA’s website, www.columbuscomp.org, to find out which courses will be offered locally.

Where do you want to be in 5 years?

Karen Hudson
Compensation Manager, City of Columbus

June CCA Meeting Review

By Teri Martise, Compensation Analyst, Limited Brands

David Cichelli, SVP of The Alexander Group, Inc., presented “The Variable Compensation Rosetta Stone: Making Incentive Pay Plans Work For Your Company”. Mr. Cichelli discussed some popular pay-for-performance incentive systems including base pay programs and cash incentives. He also spoke about three different types of management models; structured management, individual contributors and group management.

I found it very interesting to learn what types of base and incentive pay systems that each management model utilizes. Mr. Cichelli demonstrated each management model by dividing the room into groups. Each group was assigned a management model and given the task of “rowing a boat to land”. It was very interesting to hear the discussions about how each management model would assign an incentive plan to entice the rowers to get to shore.

The most important take away that I gained from this presentation was that there isn’t a right or wrong management model but it is very important to make sure that the management model used fits well into your organization.

**Columbus Compensation Association
2005 Board Members**

President: Amanda Linard Compensation Analyst Too Brands 8323 Walton Parkway New Albany, OH 43054 614.775.3518 alinard@toobrand.com	Immediate Past President: Ron Guisinger Dir of Global Comp & Benefits Sterling Commerce, Inc. 4600 Lakehurst Ct. Dublin, OH 43016 614.793.7477 ron_guisinger@stercomm.com
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About the Speaker:

Susan Haberman
Principal, Mercer Human Resource Consulting

Susan Haberman is a Principal in the Performance, Measurement and Reward practice of Mercer Human Resource Consulting, specializing in the design and delivery of reward systems for employees. Based in Chicago, Susan specializes in the design of broad-based employee reward systems that effectively align employee behaviors with business results, increase the linkage between pay and performance and help drive organization culture change.

Susan has assisted a wide range of clients in the professional services, energy services, high technology, manufacturing and financial services industries to develop and implement new base salary, short and long-term compensation programs which are competitively aligned to the marketplace and link compensation to business results.

Before joining Mercer, Susan was associated with another international management consulting firm, where she provided compensation consulting assistance to clients across several industry sectors. Earlier, as a human resources analyst at the Edison Electric Institute, she conducted compensation and human resource surveys related to the electric utility industry.

Susan has a bachelor's degree from Washington University and a master's degree summa cum laude in public administration from George Washington University.

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

Membership directories were sent out to our members by mail. If you did not receive yours, please email Amanda Linard at alinard@toobrand.com with your updated contact information and we will send you the directory. We will also update your membership contact information.

September 21, 2005 Breakfast Presentation Registration Form

2005 Mercer Benchmark Survey Overview
Presented by: Susan Haberman

(Attach business card or complete information below)

Member Name:	
Title:	
Company Name:	
Business Mailing Address:	
Business Phone:	
Business Fax:	
Business E-Mail:	

Event Time: Registration 8:00 – 8:15am Breakfast 8:15 – 8:35am Presentation & Q&A 8:35 – 9:45am

Location: Fawcett Center, 2400 Olentangy River Road, Columbus, Ohio 43210 614-292-1342

Event Cost: \$20 member / \$25 non-member

Please make check payable to CCA and return with registration form by mail to: Columbus Compensation Association, PO Box 164022, Columbus, OH 43216-4022

To ensure your reservation, please mail the completed form and payment so that it is received no later than 6/19/2005. Send RSVP, or questions, by email to CCA at info@columbuscomp.org.

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2005 Columbus Compensation Association Membership Application

(Attach business card or complete information below)

Member Name:	
Title:	
Company Name:	
Business Mailing Address:	
Business Phone:	
Business Fax:	
Business E-Mail:	
Industry Segment:	

Please Note:

- *New member dues paid in the last quarter of the year will apply towards the next year's membership.*
- *Please feel free to attach a business card with the required information if that is more convenient.*

Membership is on an individual basis. However, each company may designate one member to serve as their primary contact. Are you the primary contact for your company? _____

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

Signature of applicant: _____ Date: _____

Individual Annual Membership Dues: \$25.00

Please return both the membership form and check payable to CCA to:
Columbus Compensation Association, CCA Membership Coordinator, PO Box 164022, Columbus, OH 43216-4022

The Columbus Compensation Association Tax ID number is 31-111724