



# GCCBA News

Newsletter of the Greater Cincinnati Compensation & Benefits Association

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## SPRING CERTIFICATION COURSES CINCINNATI: MAY 5 - 7, 2003



The Greater Cincinnati Compensation and Benefits Association will be sponsoring two WorldatWork certification courses on May 5 - 7, 2003 at the Kingsgate Conference Center, University of Cincinnati, Cincinnati, OH:

**B-2: RETIREMENT PLANS - DESIGNING AND MANAGEMENT**

&

**C-2: JOB ANALYSIS, DOCUMENTATION AND EVALUATION**

Please see page 8 for registration form and more details.

## GCCBA BOARD MEMBERS

Deb Ader, WAW Certification Course Chair	513/629-1140
Barbara Carr, Secretary	513/554-2920
Debbie Dunn, Hotel and Hospitality Chair	859/283-6579
Michele Edquist, President	513/534-6423
Nicholas Ferrigno Jr., Newsletter	859/655-6893
Mark Gates, Webmaster	812/539-8383
Barbara Gomes, Treasurer	513/369-5610
Vicki Tettenhorst, Vice President and Membership Chair	513/451-4460
Max Smith, Newsletter	513/345-4205
Darlene Snyder, Programs	513/583-2781
Lisa Wade, Newsletter Chair	513/721-6611

## PUBLIC RELATIONS COMMITTEE

Julia Best	513/931-4050
Binjan Patel	513/362-2280
Lisa Wood	513/636-2639
Dan Parker	513/333-2167

## ANNUAL CONSULTANTS' BREAK FAST THURSDAY MAY 22, 2003

*THINKING INSIDE THE BOX -  
COMPENSATION STRATEGIES THAT ARE MARKET SAVVY AND  
COMPANY SMART*

Presented by:

Julie Elliott  
Mercer Human Resources Consulting

&

*DEVELOPING & PROMOTING A SUSTAINABLE  
HEALTH CARE STRATEGY: 2003 - 2007*

Presented by:

Ernie Smith  
Towers Perrin

Start of meeting, Registration & Continental Breakfast - 8:00 a.m.

First speaker - 8:30 a.m.

Second speaker - 9:30 a.m.

The meeting will adjourn by 10:30 a.m.

Hope to see you there!

Watch your mail for meeting announcement with location and time.

## GREATER CINCINNATI COMPENSATION & BENEFITS ASSOCIATION ROUNDTABLE DISCUSSIONS TO BEGIN

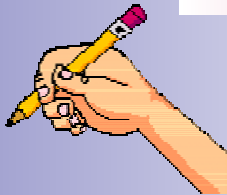
Several weeks ago, the GCCBA tried something new and it was an overwhelming success! We had been thinking of sponsoring informal roundtable discussions on topics of interest to our membership. We emailed the members with two questions: (1) If we held them, would you come, and (2) If you came, what would you like to talk about?

The members enthusiastically responded “yes,” and also came up with over 30 topics they would like to discuss.

One of our Board members, Nick Ferrigno of Greenbaum, Doll & McDonald PLLC, has offered to host the monthly discussions. The meetings will be held on the last Wednesday of the month. The meeting room will be open at 7:30 a.m. and the discussion will begin promptly at 8:00 a.m. and conclude no later than 9:00 a.m.

Our first meeting will be Wednesday, April 30<sup>th</sup>, and we will discuss “Military Benefits and Related Issues.” We hope you think this is as timely a topic as we do! So please plan on joining us. Here again are the logistics:

**GCCBA April Roundtable Discussion  
“Military Benefits and Related Issues”  
Wednesday, April 30, 2003  
To begin at 8:00 a.m. and held at:  
Greenbaum, Doll & McDonald PLLC  
2800 Chemed Center  
255 East Fifth Street  
Cincinnati, OH 45202  
(513) 455-7600**



**Vicki Tettenhorst  
Vice President &  
Membership Chair**

See page 9 for a listing of helpful web links and resources.

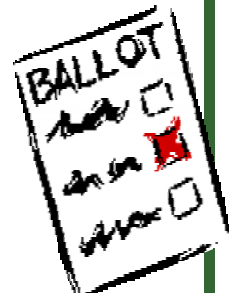
### The February meeting was a success!

On February 26th, Ryan Johnson, Manager of Public Affairs and Survey Research at WorldatWork presented *A Discussion About Ethics in the Profession*. Eighteen members attended this very interactive meeting. Debbie Dunn won the door prize, “Benefits Facts” published by The National Underwriter Co., which was co-authored and donated by Nick Ferrigno.

Thanks Ryan for your thought-provoking presentation and facilitation of the lively discussion!

## It's Election Time Again!

It's time again to vote for the GCCBA's Board of Trustees. Please watch your e-mail for upcoming voting information!



# Getting to Know Your GCCBA Board Members...



**Barb Carr  
CCP & SPHR  
Secretary**

**B**arb Carr is Director of Human Resources for Mike Albert Leasing, Inc. and affiliated companies, the Superior group of auto dealerships (Think about dealing with that many car salespeople!). Barb has been with Mike Albert/Superior for five years. She and her staff are responsible for the full range of human resource activities for the 500 employees of the combined companies. Barb has been in the human resource field for more than 30 years and has worked in a wide variety of industries including manufacturing, banking, consulting, service and retail. She has a BA degree from the Richmond Professional Institute.

In addition to serving as Secretary for GCCBA, Barb is past president of the Northern Kentucky Human Resource Association and is a past board member of the Greater Cincinnati Human Resource Association. She also served as Director-at-Large with Kentucky SHRM. Barb achieved lifetime status as a Senior Professional in Human Resource (SPHR) and also is a Certified Compensation Professional (CCP).

In her spare time Barb serves on the Board of Trustees for the Cincinnati Shakespeare Festival, plays with her grandson, and is the adopted human for her three cats, Huckleberry, Punkin and Findlay.

**N**icholas W. Ferrigno, Jr., is a Member of the law firm of Greenebaum Doll & McDonald PLLC and concentrates his practice in employee and executive benefits law and litigation. He has particular experience in ERISA fiduciary, compliance and criminal matters, having previously served with the U.S. Department of Labor. Nick is the co-author of three books, ERISA Facts, Benefits Facts, and The Insider's Guide to DOL Plan Audits - How to Survive an Employee Benefit Plan Audit.

Nick is a past recipient of the Cincinnati Business Courier's Forty Under 40 Award and graduated cum laude from the Salmon P. Chase College of Law, Northern Kentucky University. He is also the Employee Plans Coordinator for the Great Lakes Area Tax-Exempt/Government Exempt Council to the Internal Revenue Service and is a co-founder of the ASPA Benefits Council of Greater Cincinnati. In addition, Nick is the Vice-Chair of the Employee Benefits Committee of the Cincinnati Bar Association.

In his spare time Nick also serves as the District Advancement Chairman for the Daniel Boone District of the Dan Beard Council of the Boy Scouts of America. He is married to his wife, Rhonda and they have two daughters, ages 12 and 8.



**Nicholas Ferrigno  
Newsletter**

## MEMBER UPDATE ★ NEW MEMBERS!!

Tammi L. Cross, CCP  
Sr. Compensation Consultant  
The Longaberger Company



Barbara A. Hettesheimer  
Manager, Benefits Compliance & Comm.  
Laurel, Indiana

## WELCOME TO THE GCCBA!

This is a new column where members can share recent promotions, job changes or company changes!  
Please forward any new updates for our next newsletter to [www.newsletter@gccba.com](mailto:www.newsletter@gccba.com)

## GCCBA Sponsoring Greater Cincinnati Regional Compensation & Benefits Survey

### 2003 Greater Cincinnati Regional Compensation & Benefits Survey



Management  
Performance  
International  
Inc.

### GCCBA Members Eligible for Purchase Price Discounts!

GCCBA is once again sponsoring the Greater Cincinnati Regional Compensation and Benefits Survey. The survey, once produced by the Greater Cincinnati Chamber of Commerce, is now being produced by a Cincinnati-based consulting firm, Management Performance International, Inc.

- ★ Be a participant and **save nearly 70%** on the regular purchase price of survey results! As a GCCBA member, save an additional 10 - 20% (**GCCBA discount code is GCB03**).
- ★ Web-based input tool and report. Complete the survey and view results on-line at your convenience. Hard copy also available
- ★ Data collection begins **May 2003**, Participation deadline **June 16, 2003**, and Reports available **August 2003**.
- ★ Report provides base pay, incentive, total cash and hire-in rate information.
- ★ Analyses by revenue/sales, industry and geographic region.
- ★ Over 150 positions including nearly 50 new positions!

For more information or to request an order form, please contact Lisa Wade at [lwade@managementperformance.com](mailto:lwade@managementperformance.com) or at 513-721-6611.

## Regional Events Calendar



For Information on the calendar events below please call 513-579-3111 or to register, please email [register@gccc.com](mailto:register@gccc.com)

**Apr**

- 4/04/03 **Business Exchange (formerly Breakfast Forum)** - Five Seasons Country Club, 11790 Snider Road, Cincinnati.
- 4/08/03 **The Race for Talent** - Embassy Suites - Blue Ash, 4554 Lake Forest Drive, Cincinnati.
- 4/10/03 **Mix and Mingle in Clermont** - Hilton Garden Inn, 6288 Tri Ridge Boulevard, Loveland.
- 4/23/03 **Mix and Mingle in Blue Ash** - GCCC, Blue Ash Office, 4540 Cooper Road, Suite 305, Cincinnati.

For Information on the calendar events below please call 513-579-3111 or to register, please email [register@gccc.com](mailto:register@gccc.com)

**May**

- 5/13/03 **Community Update** - Great American Ballpark, 100 Main Street, Cincinnati.
- 5/15/03 **Networking @ Cherry Grove Lanes** - Cherry Grove Lanes/Setters, 4005 Hopper Hill Road, Cincinnati.
- 5/15/03 **7-Step Problem Solving Method** - Mayerson Academy, 2650 Highland Avenue, Cincinnati.
- 5/15/03 **Mix and Mingle Downtown** - The Bankers Club, 511 Walnut Street, 5/3 Bank Building, 30th Floor, Cincinnati.
- 5/23/03 **Business Exchange (formerly Breakfast Forum)** - RSVP Wards Corner, 453 Wards Corner, Loveland.
- 5/28/03 **Ohio Award for Excellence - Executive Preview** - GCCC, Blue Ash Office, 4540 Cooper Road, Suite 305, Cincinnati.

For Information on the calendar event below please call Tamara Lang at 513-686-2949

- 5/07/03 **2003 Chamber Expo - Exhibitor Information** - Albert B. Sabin Cincinnati Convention Center, 525 Elm Street, Cincinnati.

For Information on the calendar events below please call 513-579-3111 or to register, please email [register@gccc.com](mailto:register@gccc.com)

**Jun**

- 6/09/03 **Chamber Golf Classic** - Wetherington Golf Club, 7337 Country Club Lane, West Chester.
- 6/12/03 **Mix and Mingle in Clermont** - Hilton Garden Inn, 6288 Tri Ridge Boulevard, Loveland.
- 6/20/03 **Business Exchange (formerly Breakfast Forum)** - Five Seasons Country Club, 11790 Snider Road, Cincinnati.
- 6/26/03 **Mix and Mingle in Blue Ash** - GCCC, Blue Ash Office, 4540 Cooper Road, Suite 305, Cincinnati.

**Jul**

For Information on the calendar events below please call 513-579-3111 or to register, please email [register@gccc.com](mailto:register@gccc.com)

- 7/10/03 **Mix and Mingle Downtown** - The Bankers Club, 511 Walnut Street, 5/3 Bank Building, 30th Floor, Cincinnati.
- 7/24/03 **Mix and Mingle in Blue Ash** - GCCC, Blue Ash Office, 4540 Cooper Road, Suite 305, Cincinnati.

## WAW Certification Course Offerings from other Surrounding Associations

### **Cincinnati, OH: GCCBA**

For more information contact Deb Ader at 513/629-1140 or at [deb.ader@westernsouthernlife.com](mailto:deb.ader@westernsouthernlife.com)

- May 5 - 7, 2003 – B2 Retirement Plans - Design and Management
- May 5 - 7, 2003 – C2 Job Analysis, Documentation and Evaluation  
(cost: \$725 for GCCBA members, \$880 for WorldatWork members, \$1,020 for Nonmembers)

### **Columbus, OH: Columbus Compensation Association**

For more information contact Don Adams at 614-792-0240 or at [ccofd@rrohio.com](mailto:ccofd@rrohio.com)

- October 29 - 31, 2003 – T2 Accounting and Finance for the Human Resources Professional
- October 29 - 31, 2003 – C5 Elements of Sales Compensation

### **Indianapolis, IN: Compensation & Benefits Professionals of Indiana**

For more information contact Nancy Hachman at [nancy.hachman@nav-international.com](mailto:nancy.hachman@nav-international.com)

- September 17 - 19, 2003 – B2 Retirement plans Design and Management
- September 17 - 19, 2003 – C2 Job Analysis, Documentation and Evaluation

### **Lexington, KY: Bluegrass Compensation Association**

For more information contact Allen D. Engle at 859/662-6549 or at [allen.engle@eku.edu](mailto:allen.engle@eku.edu)

- April 23 - 25, 2003 – C12 Variable Pay - Incentives, Recognitions, Rewards  
(cost: \$700 for BCA members, \$800 for WAW members, \$950 for nonmembers/  
Exam only fees: \$225 for BCA or WAW members, \$275 for nonmembers)

### **Philadelphia, PA: Penjerdel Employee Benefits & Compensation Association (PEBA)**

For more information contact Marlynn Orlando at 215/735-9435 or [orlando@peba.org](mailto:orlando@peba.org)

- May 5 - 6, 2003 – B1 Fundamentals of Employee Benefits
- May 5 - 6, 2003 – B2A Retirement Plans—Financial Management
- June 11 - 13, 2003 – B5 Managing Flexible & Work/Life Benefits
- June 11 - 13, 2003 – C11 Performance Management
- September 17 - 19, 2003 – T3 Quantitative Methods
- October 15 - 17, 2003 – C1 Regulatory Environment for Compensation Programs
- November 12 - 14, 2003 – T11 Fundamentals of Equity Based Rewards  
(Cost: \$780 for PEBA Members, \$830 for WAW Members, and \$990 for Nonmembers).



## Conferences/Seminar Calendar

2003 WorldatWork Conference (visit [www.worldatwork.org](http://www.worldatwork.org) for more information)

- **San Diego, CA: May 11 - 14, 2003 - 48th Annual Conference & Exhibition**

2003 National SHRM Conferences (visit [www.shrm.org](http://www.shrm.org) for more information)

- **Las Vegas, NV: April 23 - 25, 2003 - 34th Annual Employment Management Association Conference & Exposition.**
- **Orlando, FL: June 22 - 25, 2003 - 55th Annual Conference & Exposition**

2003 State SHRM Conferences (visit [www.ohioshrm.org](http://www.ohioshrm.org) for more information)

- **Indianapolis, IN: August 26 - 28, 2003 - Indiana State Conference**
- **Huron, OH: September 17 - 19, 2003 - 31st Annual Ohio Human Resource Conference**
- **Kentucky: September 22 - 24, 2003 - Kentucky State Conference**

2003 SHRM Seminars (visit [www.shrm.org](http://www.shrm.org) or call 847-394-2000 for more information)

- **Chicago, IL: May 7, 2003 - Compensation Basics**
- **Chicago, IL: May 8, 2003 - Variable Compensation**
- **Chicago, IL: May 9, 2003 - Introduction to Employee Benefits**



**COMPENSATION & BENEFITS NEWS**

## New Survey on Compensatory Time Off: What's Favorable to Employers, Employees, and What's Fair?

March 12, 2003 - SCOTTSDALE, AZ - As the House Subcommittee on Workforce Protections today begins to hear testimony regarding the issue of "family flexible" or compensatory time off, a new survey by WorldatWork provides insight into what HR professionals who work most closely with comp time think about possible legislative provisions. WorldatWork is the global not-for-profit association for compensation, benefits and "total rewards" professionals.

In January, WorldatWork surveyed over 11,000 members regarding a number of proposals that have been discussed in Congress in recent years that would provide private-sector workers the same rights that federal employees now enjoy: the choice between time off or overtime pay when they work more than 40 hours in a single week. A total of 1,276 members responded to the survey, an 11% response rate.

Respondents said a number of possible provisions that they believe would be "reasonable and fair" to both employer and employee regarding comp time (see table on page two for complete results). Eighty-seven percent said that they believed a "written agreement between employer and employee containing rules and guidelines" was fair and reasonable for both employer and employee. In addition, more than 80% indicated that standard FLSA remedies should apply to employers who intimidate, threaten or coerce an employee into selecting compensatory time instead of overtime pay.

"Response to this survey and the answers provided indicate that FLSA reform -- and comp time in particular -- is an issue that resonates with the professionals who work with this law on a daily basis," said Anne Ruddy, Executive Director of WorldatWork. "Private sector compensation and benefits professionals would welcome some type of comp or family flex time to help them meet the demands of employees in today's flexible work environment," she added.

<b>WorldatWork Member Views Regarding Various Potential "Comp Time" Legislative Proposals Covering Private Sector Employees</b>	<b>Seems favorable to employees</b>	<b>Seems reasonable and fair</b>	<b>Seems favorable to employer</b>
a. Only employees employed for 12 months who worked at least 1,250 hours during past year are eligible	9%	52%	39%
b. Must have written agreement between employee and employer containing rules and guidelines for comp time program	8%	87%	5%
c. As with overtime pay, employees earn 1.5 hours of comp time for every 1.0 hour of overtime worked	38%	61%	1%
d. 160 hour limit of banked comp time per employee	25%	58%	17%
e. Employee may use comp time anytime, so long as it does not disrupt employer's operations	28%	68%	4%
f. Employee may request cash out at any time and receive cash within 30 days	66%	34%	1%
g. Employer must cash out comp time within 30 days of employee termination	15%	78%	7%
h. Employer must cash out comp time bank annually	29%	59%	12%
i. Cash out rate shall equal employee's highest hourly rate when comp time was earned	56%	41%	2%
j. Standard FLSA remedies should apply for employers intimidating, threatening or coercing an employee to choose comp time instead of overtime pay, including double damages	14%	84%	1%

*FLSA in Practice 2003*, a survey of 1,276 WorldatWork members; data collected January 2003.

## Employers Constant in Hiring of College Grads, Survey Shows

March 19, 2003 - Time may march on, but the same employers – in the accounting, engineering and education fields -- continue to extend more job offers than other types of employers, according to the *Winter 2003 Salary Survey*, a quarterly report of the National Association of Colleges and Employers (NACE).

"Although accounting and engineering firms remain top employers, the number of offers from these employers are down from past years," said Marilyn Mackes, NACE executive director. "However, the number of offers from educational employers has remained steady during the same period."

The average salary offer in the accounting field is \$42,179 in 2003, compared to \$39,872 in 2002. In engineering, the average salary is \$45,206 in 2003 versus \$44,934 in 2002. And the average salary offer in educational services in 2003 is \$29,720, compared to \$29,805 in 2002. [[www.naceweb.org](http://www.naceweb.org)]

Continued on page 7

**COMPENSATION & BENEFITS NEWS****World Events Distraction to Employees Impacting Bottom Line**

Continued from page 7

March 14, 2003 -- The findings of a new survey of approximately 1,000 executives and employees indicate that nearly 40% of employed respondents are anxious and distracted because of national and international events or feel that their colleagues are anxious and distracted. 96% of employed respondents believe that employee morale is important for their company's success. However, 70% of business owners responded that their company has not taken steps to raise morale and keep employees motivated despite the fact that 73% of respondents believe that their company should take steps, or continue to take steps, to help improve employee morale.

Furthermore, the survey outlined that 90% of employed respondents believe employee morale would improve if their companies offered more appreciation and recognition for jobs well done during tough or troubled times.

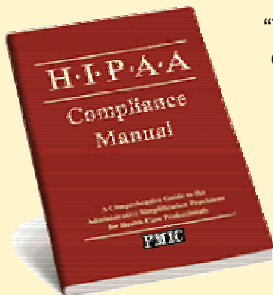
According to O.C. Tanner, an employee recognition solutions company who released the findings, productivity is directly tied to profitability, and low employee morale will negatively affect the bottom line. Companies need to take immediate action to offset this impact. The report recommends decision makers take the following actions:

- ◆ Increase communication with employees
- ◆ Offer strategic recognition for employees' contributions
- ◆ Provide flexibility in work schedules
- ◆ Offer employees counseling or diversity/sensitivity training

Wirthlin Worldwide conducted this national telephone survey on behalf of O.C. Tanner Company. One thousand (1,000) U.S. adults 18 years of age and older were interviewed, of which 586 said they were employed. The margin of error for a sample of 1,000 is +/- 3.1 at 95% confidence and +/- 4.1 at 95% confidence for a sample of 586. All respondents were randomly selected so as to obtain a nationally representative and projectable sample. Interviews were conducted March 6-10, 2003.

**HIPAA Regulations Loom for Employers**

March 21, 2003 -- With an April 14 deadline looming to comply with Health Insurance Portability and Accountability Act of 1996 (HIPAA), many employers are ill prepared to meet the statute's complex reporting requirements. Additionally, employers need to look closely at how they'll comply with the new regulations without causing major disruptions to their businesses, said Richard Travers, CEO of Travers, O'keefe, a New York-based employee benefits brokerage and consultancy.



"This is far-reaching legislation designed to improve the portability of health coverage, standardize health care transactions, impose privacy and security requirements, and make other changes to the health care delivery system," said Travers. "HIPAA's intentions are wonderful in theory but, in reality, many employers are in a cold sweat about how they'll comply."

HIPAA provides for two effective dates, determined by level of annual premium/claims paid. For group health plans with annual premium/claims paid of \$5 million or more, the date is April 14, 2003. For organizations with lesser volumes, the compliance date is April 14, 2004.

Whether facing a deadline this year or next, it is the employer's responsibility to maintain employee health privacy "HIPAA is designed to protect an individual's privacy, which is a good guiding principle in the midst of all the complexity," says Travers. "Put another way, health information is important to a group plan's operation, but personal health information is not."

**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, retaining and motivating employees. In addition to providing professional affiliation, WorldatWork offers highly acclaimed certification (CCP<sup>®</sup>, CBPT<sup>™</sup> and GRP<sup>®</sup>) and education programs, the monthly *workspan*<sup>®</sup> magazine, online information resources, surveys, publications, conferences, research and networking opportunities.

# Mark Your Calendar for the Spring 2003 GCCBA WorldatWork Certification Courses!

May 5 – 7, 2003 Cincinnati, OH



## B-2: Retirement Plans – Design and Management

### Overview

This intermediate-level, two-day 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. On the third morning, and optional certification exam covers the content of this course.

### Who Should Attend

This course is designed specifically for compensation and benefits professionals seeking an overview of qualified retirement plans. It is also appropriate for those preparing to assume responsibility for the detailed administration and management of these plans, and for benefits practitioners whose specialized knowledge is in areas other than pension management.

Course B2 is not designed to serve as a fundamental overview of the entire field of employee benefits. It is recommended that participants attend course B1 prior to attending B2.

Those with no prior experience in the benefits field, or those who do not understand and are not comfortable with the information covered in course B1, will find this course too advanced.

### What you will Learn

- ◆ Retirement Income Needs and Sources
- ◆ Social Security
- ◆ Overview of Employer-sponsored Retirement Plans
- ◆ Legal, Regulatory and Tax Environment
- ◆ Qualified Plan Nondiscrimination Rules
- ◆ Defined Benefit (DB) Plan Design
- ◆ Defined Contribution (DC) Plan Design and Nondiscrimination Rules
- ◆ Hybrid Plans
- ◆ Administration, Communication and Emerging Issues

### Course Location

Kingsgate Marriott Conference Center  
University of Cincinnati  
151 Goodman Drive  
Cincinnati, OH 45219  
Telephone: 513/487-3800

## C-2:

## Job Analysis, Documentation and Evaluation

### Overview

This basic-level, two-day course presents the fundamentals of job analysis and documentation with a focus on job descriptions. You'll cover various methods of job evaluation including quantitative and market-based approaches. Exercises help you see how the methods outlined in the course can be put into practice in your organization. On the third morning, an optional certification exam covers the content of this seminar.

### Who Should Attend

This course is designed for HR professionals who understand the topics covered in WorldatWork courses C1 and T1. If you have several years of experience in this area, you'll find this seminar gives you a valuable review of standard practice and theory, along with an update on current trends in compensation.

### What you will Learn

- ◆ Methods
- ◆ Strategic Overview
- ◆ Job Analysis
- ◆ Job Documentation
- ◆ Market-based Job Evaluation
- ◆ Nonquantitative Job Evaluation Methods
- ◆ Quantitative Job Evaluation Methods
- ◆ Selection and Implementation Issues

## Registration Form

May 5 - 7, 2003

- B2: Retirement Plans - Design and Management  
 C2: Job Analysis, Documentation and Evaluation

Name: \_\_\_\_\_ WorldatWork ID# \_\_\_\_\_

Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Street Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Office phone: \_\_\_\_\_

E-mail: \_\_\_\_\_

Course Fees:

\$725 for GCCBA members, \$880 for WorldatWork members, \$1,020 for Nonmembers

Exam only fees:

\$285 for GCCBA or WorldatWork members, \$310 for nonmembers

Payment:

Please send check or money order to: GCCBA c/o Deb Ader  
Western Southern Life Insurance Co.  
400 Broadway  
Cincinnati, OH 45202  
513/629-1140

## Questions about Military Leave and Related Issues? Try These Web Links and Resources

### State of Ohio Information:

[Governor Extends Tax Deadlines for U.S. Troops Overseas](#)

[Ohio Department of Taxation](#)

Check this site for more information about special combat zone benefits and extensions.

[Governor's Office of Veterans' Affairs "Military Activation Task Force Finding and Recommendation Report"](#)

This report highlights the various federal, state and county resources available to the members of the National Guard and Reserve Forces during activation.

[Full text of Senate Bill 164, Military Pay Bill](#)

[Ohio National Guard and Adjutant General's Office home page](#)

[Ohio Revised Code Section 5923.05, Permanent public employees entitled to paid military leave](#)

[Ohio Administrative Code 123:1-34-04 Military leave with pay](#)

[Ohio Administrative Code 123:1-34-05 Uniformed service leave without pay](#)



### Federal Government Sites:

[U.S. Secretary of Defense - Reserve Affairs](#)

[U.S. Secretary of Defense - Family Readiness](#)

[TRICARE Health Care Benefits for Activated Reservists and National Guard Members](#)

[DefenseLINK News - Relief Act Invoked for Called-up Service Members \(article\)](#)

[National Guard home page](#)

[U.S. Army home page](#)

[U.S. Department of Labor Disaster Relief Effort: Veterans, National Guard & Reservists](#)

[U.S. Department of Labor Uniformed Services Employment and Reemployment Rights Act \(USERRA\) Advisor](#)

### Other Important Sites:

[American Red Cross](#)

[Employer Support of Guard and Reserve \(ESGR\) home page](#)

[Soldiers' and Sailors' Civil Relief Act of 1940](#)

The GCCBA proudly supports our men and women abroad and extends prayers and thanks to them for the sacrifices they are making. We hope for a prompt resolution of these conflicts and the safe return of our troops.