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**GCCBA May Program
Thursday, May 25, 2006**

The Greater Cincinnati Compensation & Benefits Association is pleased to announce the program for our May 2006 meeting scheduled for Thursday, May 25, 2006. The format for our May meeting features two speakers recognized as experts in their field. We will hear one compensation focused presentation – A Fair Labor Standard Act Update - and one benefits focused presentation – Prescription Drug Transparency. Please tell your professional associates about this educational opportunity and plan to join us for this informative session.

The Fair Labor Standards Act – Recent Developments

James K. Lawrence is a partner with Frost Brown Todd LLC in Cincinnati where he concentrates on labor and employee relations. With over forty years experience, Jim is listed in The Best Lawyers in America and Who's Who in America. Jim also teaches employment law at the University of Cincinnati and at The Ohio State University.

Jim will address current developments under the Fair Labor Standards Act including: Recent developments in case law, Revised rules for exemption for administrative employees, Permissible deductions from exempt employees, Application of the exemption for computer employees.

Prescription Drug Transparency

With the cost of prescription drugs reaching nearly 30% of a company's total healthcare bill, many organizations are looking for alternatives to the pharmacy benefits associated with their health plan, their pharmacy benefit manager (PBM), or third party administrator. A concept that is discussed, but often misunderstood is prescription drug transparency.

Michael P. Wildermuth, RPh, is a registered pharmacist, graduated from Ohio Northern University. Mike has more than 20 years experience with third party insurance administration. His background in pharmacy and experience and self-insured plans over the years has given him extensive knowledge relating to prescription card benefit programs. In this presentation Mike will show examples of common practices in the prescription drug industry and discuss recent case studies.

LOCATION: Montgomery Inn Banquet Center
601 E. Pete Rose Way
Cincinnati, OH 45202
(513) 784-9555

TIME: 7:45 a.m. – 8:15 a.m.
Registration and Full Breakfast
8:15 a.m. – 10:30 a.m.
Announcements and Program

COST: GCCBA Members \$25.00
Non-Members \$50.00

✂

For reservations, please complete this form and mail with your check payable to GCCBA to Deb Ader, Western & Southern Financial Group, 400 Broadway, Cincinnati, OH 45202, (513) 629-1140, by Monday, May 22, 2006.

NAME: _____

TITLE: _____

COMPANY: _____

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**Barb Carr
President**

Dear Members,

Lisa Wade and I were privileged to attend the recent GPN Leadership Conference in Scottsdale. In addition to being a great networking opportunity with other GPN leaders, we were able to interact with the WorldatWork staff that support our efforts. Please take a minute to read Lisa's report on page 4.

Your Board is looking ahead to 2007 – determining the Certification Courses that we want to sponsor and identifying speakers and subjects of general interest. We welcome your input on this process. If you have heard a good speaker, need a particular Certification Course, or want information about a particular compensation or benefit program, please call any member of the Board to share your comments. We want to do what we can to meet the needs of our members.

We also are on the look-out for new Board members to serve during the upcoming member year which will run from September 2006 to August 2007. Board membership takes only a few hours a month and gives you the opportunity to have a say in what we do and what we present – plus you can earn re-certification credits for your efforts. If interested in serving, please give me a call at 513-554-2920.

An announcement recently was sent out on the upcoming Regional Benchmark Total Compensation Survey being conducted by Management Performance International, Inc. (MPI). This is the survey that used to be conducted by the Cincinnati USA Regional Chamber. We hope all of our members will participate in this regional survey. If interested, please call MPI at 513-721-6611.

That's it for now. Hope to see you at the May Consultant's Breakfast that is featuring two great speakers: Jim Lawrence, Esq. on recent developments under the Fair Labor Standards Act, and Mike Wildermuth, RPh, on prescription drug coverage.

Barbara Carr, CCP, SPHR
President, GCCBA

The March GCCBA Meeting was a Success!

On March 22, 2006, Lisa A. Knutson, CPA, Director of HR Operations and Employee Services at The E. W. Scripps Company provided an overview of HR Metrics. Lisa's presentation included discussion HR measurements and charting a course for business partnership. Participants gained an increased understanding of the tools that are useful in HR strategic planning. Details were provided related to creation of an HR Scorecard.

April Certification Course Provided Valuable Tools!

On April 3 – 5, 2006, GCCBA welcomed fifteen students to the World at Work course, "T3 - Quantitative Methods". This core course for both the Certified Compensation Professional (CCP) and Certified Benefit Professional (CBP) designations was taught by Julie Elliott, Corporate Compensation Director for EW Scripps Company and GCCBA Vice President. Ohio Casualty Corporation provided conference facilities for the three-day session.

Course reviews were highly positive, including this feedback from Jessica Allen, Compensation Analyst at Ohio Casualty:

"The world of statistics is one that I typically run from, but thanks to the latest revisions to the World at Work T3: Quantitative Methods course, taught by our own Julie Elliot, I found myself excited by all the new tools I learned in this course. Designed with a focus on general quantitative concept, basic statistics, modeling, and regression analysis this course provided great theory and practical application for today's compensation and benefits professionals. Who knew that statistics could be fun? Leave it to Julie, to make numbers fun and teach it in a way that will allow for the participants to go back to work and start using their new tools. One of the best courses I have taken."

Upcoming World at Work Certification Course: C4 – Base Pay Management September 18 – 20, 2006

This intermediate-level, two-day course provides an in-depth discussion of the principles, design, administration, and evaluation of an employee base pay program. Exercises will show you how to resolve differences between a job's internal worth and market data, helping you to design a base pay program that is fair and competitive, while supporting your organization's compensation strategy.

Course schedules and registration information are available through www.worldatwork.org by clicking on the certification tab. You may also contact Lisa Wood, Certification Course Chair with questions at lisa.wood@cchmc.org or (513) 636-2627.

Two GCCBA Representatives at WorldatWork's 2006 GPN Leadership Conference

GCCBA had representation at the WorldatWork GPN Leadership Conference on April 20 & 21, 2006. The GPN Leadership Conference is an annual event hosted by WorldatWork. "GPN" stands for "Group Partnership Network" and is the term currently used by WorldatWork to refer to the network of local compensation and/or benefits associations that have an affiliation with WorldatWork.

The purpose of the conference is to support local associations by providing a rich information and networking opportunity for association leadership. The theme of this year's conference was "Reaching New Heights Together". The Thursday/Friday event offered numerous opportunities for leaders from local associations around the U.S. and Canada to share information and best practices concerning governance, member activities, communications and other issues related to establishing a strong local compensation and benefits association. There were also opportunities to hear several distinguished speakers including WorldatWork President, Anne Ruddy, Organization Development Consultant Diane Branson and Alliance for Work/Life Progress Director, Kathie Lingle. A highlight of the conference was a tour of the WorldatWork Headquarters with special presentations on the new Total Rewards Model from WorldatWork and a new resource being developed especially for local associations called the Membership Management Program.



Conference attendees gather at the WorldatWork Headquarters for a tour and special presentations.

This year was the eighth conference hosted by WorldatWork and drew 70 invited attendees from the U.S. and Canada. Current GCCBA President, Barbara Carr, represented our association this year. Lisa Wade, current GCCBA Treasurer, also attended as a member of the WorldatWork GPN Advisory Board.



Left to right: WorldatWork staff members Meredith Fiebigler, Susan Marty and Betty Scharfman kick off the opening session of the 2006 GPN Leadership Conference.



Leaders from local associations around the country attended the 8th annual conference

Membership News

Welcome To Two New Members!

- Kristin Kalan, Benefits Administrator at Fifth-Third Bank
- Steven Ott, HR Manager at Perfetti Van Melle.



How Your GCCBA Membership Benefits You

In addition to great educational and networking opportunities, don't forget that your GCCBA membership also benefits you financially, including:

- \$ Preferred pricing for all GCCBA programs.
- \$ Significant discounts on World at Work Certification courses.
- \$ 10% discount on the MPI Regional Benchmark Compensation Survey.

Visit GCCBA's Website!

GCCBA's website is a great resource for news and information about our organization. Please bookmark www.gccba.com for your own use, and invite colleague to visit and learn more about us.

World at Work
The Professional Association for Compensation, Benefits and Total Rewards

Thank you for visiting the Greater Cincinnati Compensation & Benefits Association website.

The Greater Cincinnati Compensation & Benefits Association (GCCBA) was founded in 1960 to promote the advancement of the Compensation &

World at Work
The Professional Association for Compensation, Benefits and Total Rewards

We have great plans for the 2005-2006 GCCBA business year. We will offer four

World at Work
The Professional Association for Compensation, Benefits and Total Rewards

2006 Tri-State Employee Benefits Survey

The 2006 Tri-State Employee Benefits Survey is underway. Last year the survey was introduced and nearly 300 area employers participated; making this one of the largest employee benefits surveys in this area. The focus of the survey is mid-market employers, which generally includes employers with between 50 and 5,000 employees. However, a few larger employers participated in order to receive the survey data.

Participants of the survey will receive a summary of the national and local survey results, along with a custom comparison of their benefit plans to the benchmarks. Other survey information will be available at the survey summary which will be presented by national healthcare consultants at the Paul Brown Stadium on July 19th.

Last year's survey presented local healthcare costs and trends which were slightly below national averages. This could be related to relative benefit plan values for local employers that were below national benchmark averages. In addition to comparisons to specific benefit plan types, features and provisions, local employers reported that they were slow to adopt consumer directed health care plans, but were overwhelmingly interested in considering these alternatives in 2006.

Other survey information included employer cost containment strategies, prevalence of types of benefits offered, employer wellness initiatives and benefit plan administration options.

To participate in this year's survey, interested participants can access the survey at <http://cincinnati.usi.biz>. Click on the Milliman survey icon. The survey is electronic and takes about 15-20 minutes to complete. Returning survey participants will have last year's plan data still available and only need to update the changes.

If you have any questions, please call Steve Ferguson, Benefits Consultant, USI Midwest at 513-985-5618.

2006 Regional Benchmark Total Compensation Survey

Management Performance International is currently seeking participants for the 2006 Regional Benchmark Total Compensation Survey. This is the 12th year that the survey has been offered to Cincinnati-area companies.

Most compensation professionals participate in multiple surveys and decide each year the surveys that will be the best use of their time and organization's resources. The most attractive features of this survey include the:

- Scope – representing area companies ranging in size.
- Content – with 200 job families represented
- Price – at the cost of \$300, it is one of the few bargains in compensation surveys. Members of the Greater Cincinnati Compensation and Benefits Association will also receive a 10% discount.

Last year's survey included descriptive pay statistics on over 17,000 area employees from 46 prominent employers.

The data includes base salary, incentive bonus and total cash with a weighted average and percentile illustration. Many of the jobs also include a salary range. Data is shown for all participants, only those in Southwestern Ohio or Northern Kentucky. Participant data is also displayed by revenue and employment sizes. Compensation data is organized by specific market or industry segments.

The survey submission due date is mid-June. The completed survey information will be ready for viewing on the website in mid-August. To participate, please contact: survey@managementperformance.com, or Management Performance International, Inc. at 800.543.6744 with any questions regarding this year's survey.

Conferences/Seminar Calendar



2007 WorldatWork Conference (visit www.worldatwork.org for more information)

WorldatWork Seminars (visit www.worldatwork.org for more information)

Chicago, IL

- May 24-26 B3 Health Care and Insurance Plans - Design and Management
- May 24-26 C17 Market Pricing - Conducting a Competitive Pay Analysis
- May 24-26 C4 Base Pay Management
- May 24-26 T3 Quantitative Methods
- June 12-14 C15 Global Compensation - Strategy in Practice
- June 12-14 C2 Job Analysis, Documentation and Evaluation
- June 12-14 C6A Advanced Concepts in Executive Compensation
- June 12 CF Compensation Fundamentals
- June 12-14 T1 Total Rewards Management

Cincinnati, OH (Sponsored by The Greater Cincinnati Compensation and Benefits Association)

- Sep 18-20 C4 Base Pay Management

Dublin, OH (Sponsored by The Columbus Compensation Association)

- July 10-12 B3 Health Care and Insurance Plans - Design and Mana
- July 10-12 C2 Job Analysis, Documentation and Evaluation
- Oct 10-12 C11 Performance Management - Strategy, Design and Imp
- Oct 10-12 T1 Total Rewards Management

Lexington, KY (Sponsored by The Bluegrass Compensation Association)

- Oct 2-4 C2 Job Analysis Documentation and Evaluation

Louisville, KY (Sponsored by The Louisville Compensation Association)

- Oct 11-13 C12 Variable Pay - Incentives Recognition and Bonuses

Philadelphia, PA (Sponsored by Penjerdel Employee Benefits and Compensation Association)

- May 17-19 C4 Base Pay Management
- May 17-19 T12 Outsourcing and Managing HR Service Partners
- Jun 19-21 C6 Principles of Executive Rewards
- Jun 19-21 T2 Accounting and Finance for the Human Resources Pr
- Sep 20-22 B2 Retirement Plans - Design and Management
- Sep 20-22 T1 Total Rewards Management
- Oct 23-25 T3 Quantative Methods

Pittsburgh, PA (Sponsored by The Western Pennsylvania Total Compensation Association)

- May 22-24 T3 Quantitative Methods
- Aug 21-23 C11 Performance Management - Strategy, Design and Imp
- Nov 13-15 C6 Principles of Executive Rewards

National SHRM Conference (visit www.shrm.org for more information)

- Washington, DC: June 25 - 28, 2006 - 58th Annual Conference & Exposition

State SHRM Conferences (visit www.shrm.org for more information)

- October 4-6, 2006 - 22nd Annual Kentucky SHRM Conference
- September 13-16, 2006 - 2006 Ohio Human Resource Conference

Leadership Minute Memo

Managing Change



Today, companies are required to respond rapidly to shifts in sales markets, customer expectations, competition, technology, and employee expectations. Mismanaged, change can reduce productivity, negatively impact the quality of products and services, damage customer relations and reduce employee morale. There are many approaches to managing change, and not one will work for all employees, so it is up to the leader to know which approach will work best for his/her staff. What leaders can do...

- **Accepts the change.** As a leader and manager of change, you have the information earlier than other employees and probably have more experience embracing change. Manage your own response and at the same time, realize that each of your staff will deal with change differently.
- **Explain “why.”** When you explain the reason(s) for the change, you will gain more support and cooperation.
- **Involve employees in developing implementations.** If they are a part of the process, they are more likely to be comfortable with the changes.
- **Be willing to alter plans.** More often than not, plans for effecting change require adjustment. Keep the project open to new possibilities.
- **Track and report progress.** Seeing the status and benchmarks of change will help focus on the mission and achieve desired results.
- **Communicate.** During times of change, it is imperative to ask often, listen well and communicate thoroughly. If employees feel there are gaps in their understanding of what is happening, they spend a lot of energy trying to build bridges over those gaps.
- **Seek to understand where resistance may occur and develop strategies to deal with it.** Identify the reason for the resistance and address the underlying beliefs or values. Look for value in other perspectives.
- **Reward acceptance.** When employees move to a state of acceptance, always acknowledge them and their achievements. Rewarding results is imperative.
- **Continually remind those affected of the benefits of the change.** Knowing the benefits of the “new way” will help employees see the values in altering relationships, behaviors and processes.
- **Provide opportunities to learn and grow and meet the challenges of the future.** Position these as opportunities for professional development.
- **Allow resisters to “exit” gracefully.** If employees are not able to overcome their resistance to change, they may decide to remove themselves from the change. Or you may need to remove them from the organization. In either case, ensure a graceful departure.