

KPHRA Newsletter

Fall 2011 Post Conference

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2012-2013

Kim Clemons
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Conference Highlights...

KPHRA welcomed 6 new attendees to the conference-

Kristy Pryor—SDI

Meghan Sandfoss—NKADD

Tina Schaaf—Oldham County Fiscal Court

Kim Serra—Campbell County Fiscal Court

Brittany Sloan—City of Scottsville

Lori Zombek—NKADD

Conference Sessions

PowerPoint Presentations will be posted on the website @ www.kipda.org

Employee Classification and Case Law Update

Louis Kelly, with Adams, Stepner, Woltermann and Dusing, discussed the legal requirements and issues involving employee classification and provided an update of recent legal decisions. Always a hot topic and still a big issue, Louis discussed why it matters to the company how it classifies a person as an employee or as an independent contractor. There was a lively discussion on exempt/non-exempt employee classifications. He ended up quizzing us about what we heard and how we applied what we heard... needless to say this topic was timely and the session was most enjoyable.

Building a Stress Free Workplace

Dave Welscher, with the St. Elizabeth Employee Assistance Program, gave us an overview on how to recognize the warning signs of excessive stress at work, how to reduce job stress by taking care of yourself and eliminating self-defeating behaviors. Dave presented the material from a different angle - Is work stress the same as home stress? As we HR staff are prone to do, we discussed this in great detail. He left us with "Resist Perfection – No project, situation, or decision is ever perfect, and you put undue stress on yourself by trying to do everything perfectly". Enough said...

Fundamental Principles of Immunity for Federal and State Public Employees

Mary Ann Stewart, with Adams, Stepner, Wolterman and Dusing, discussed the six types of Immunity citing specific case laws for government agencies.

Health Care Survey Results

Mark Morgan, with Sherrill Morgan Associates, is a consistent presenter with KPHRA. Mark discussed the results of the Annual Health Care Survey. This year’s survey received information from 55 plan sponsors, with 79 plans covering over 6100 employees. Of the Plan Sponsors with 100 or more employees, 63% were self-funded (excluding the KY State Health Plan). 21% of Plan Sponsors required spouses who have other coverage available to take that coverage as their primary coverage. One result of this survey clearly shows over the last several years employees are paying more of the plan premium and more of the cost of benefits including higher doctor office co-pays and higher deductibles.

Managing Your Health Care Costs

Blair Pickerell, with MedBen, provided information on myths of health plan savings and tips were given on how and when to dig deeper when evaluating potential cost savings.

HR Hot Topics

Vicki Crawford, with SDI, facilitated the session providing members an opportunity to gain input and feedback from peers/other attendees on various topics they are currently dealing with

KRS Start Update and Demo

Aimee Reeves, with the Kentucky Retirement System presented a live demo of how employees can access their retirement information through the Start program.

HR Record-Keeping and Open Records Requests

Lisa Berry-Tayman, with Information Consulting, discussed, with Kathy Jenisch, with SDI, how they tackled the large “file room” ...you know the one we all have where the boxes are falling in on themselves. With the assistance of the KY Department of Libraries and Archives, SDI was able to organize, microfiche and destroy files according to the records and retention schedules. Lisa further discussed how to handle an open records request, and whether the request is for a Commercial or Non-Commercial use.



**Bowling Champ for the 2012 Conference was...
Joe Gershtenson!!!!**

- Presentations–
- Certifications
- Shelia Adams -
- Richmond Utilities
- Barbara Withers -
- City of Richmond

Looking Forward to 2012 Conferences



SPRING CONFERENCE

May 16-18, 2012

University Plaza Holiday Inn
Bowling Green

[Directions/Map](#)

[Link to Hotel](#)

FALL CONFERENCE

October 24-26, 2012

Rough River State Park

Room rate

\$69.95/per night (Single)

[Directions/Map](#)

[Link to State Park](#)

