

2008 Membership Survey Highlights

Thank you for participating in the KPHRA Membership survey. The KPHRA Board has received and reviewed the comments and is pleased with the open feedback. Highlighted below are brief themes to the responses:

1) Why they are a KPHRA Member? Top 3:

- #1 Networking
- #2 Conferences
- #3 Social Interactions

2) Ways to improve:

- New members
- More information in the newsletter
- Make conferences eligible for SHRM cert hours
- Do not schedule close to SHRM (June) or KMCA (Nov) or KLC (Sept) conferences

3) Conferences:

- *Slightly over half answered that they attend the conference most/all of the time. If they do not it is due to budgets and that only one person from a company can attend.
- * 81.6% believe the conferences are the right length. 18.4% believe it is too long.

4) Certification:

- *86.2% of membership agrees the KPHRA Certification is meaningful and respected by their employers.

5) Website:

- 0% - visit frequently
- 56.4% - visit occasionally
- 33.3% - visited once
- 10.3% - never visited

Suggested items for our web page:

- Legal updates
- Forum discussions
- Posting questions
- Job Posting Board

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KPHRA 2009 Spring Conference Agenda Embassy Suites Cincinnati – River Center, Covington, KY For Reservations, Call by April 14: (800)362-2779 or (859)655-4675 The room rate is \$99.00 plus applicable taxes. Breakfast and parking are free for overnight guests!

Tuesday – May 5, 2009

6:00 p.m. – 8:00 p.m. Board Meeting – All welcome (Hospitality – King Executive Suite 7th Floor)
8:00 p.m. Hospitality Room (King Executive Suite 7th Floor)

Wednesday – May 6, 2009

6:00 a.m. – 9:00 a.m. Complimentary full cooked-to-order breakfast for overnight guests
Embassy Grille
9:00 a.m. – 9:30 a.m. WELCOME AND CERTIFICATION UPDATES
Debby Combs and Glenn Rainey
9:30 a.m. – 11:30 a.m. EMPLOYEE ENGAGEMENT...THE “DREAM MANAGER”
Mary Miller Jancoa
11:45 a.m. – 12:45 p.m. Lunch
1:00 p.m. – 2:00 p.m. DEPARTMENT OF VETERAN’S AFFAIRS – GI BILL
John Schornick
2:15 p.m. – 4:00 p.m. KENTUCKY RETIREMENT SYSTEM – THE LEGISLATIVE UPDATES
Mike Burnside (KRS)
4:00 p.m. Day 1 Wrap Up and Prize Drawing
Debby Combs
4:30 p.m. – 5:00 p.m. WELLNESS WALK – meet in the lobby
6:00 p.m. Dinner on own – All are welcome to dine at Hofbrauhaus German Restaurant – Located at Newport on the Levee – we can take the Southbank Shuttle for \$1.25 per trip.

Thursday – May 7, 2009

6:00 a.m. – 9:00 a.m. Complimentary full cooked-to-order breakfast for overnight guests
Embassy Grille
9:00 a.m. – 9:30 a.m. OPENING REMARKS
Debby Combs
9:30 a.m. – 11:30 a.m. HR ISSUES – ASK THE EXPERTS – US!!! “How are you surviving the Economic Crunch?”
Tom Wiechman
11:45 a.m. – 12:45 p.m. Lunch – Presentation of KPHRA Certifications and Re-Certification Awards
Glenn Rainey, Elizabeth Isaacs, and Joe Gershtenson
1:00 p.m. – 3:00 p.m. ADA & FMLA – New regulations: Are you in compliance?
Jeffrey Shoskin (Frost Brown Todd LLC)
3:00 p.m. – 4:30 p.m. Government Employer Tax Check Sheet: Section 218, 1099 reporting, vehicles, cell phone, meals
James Driver (State Social Security Program Manager)
4:30 p.m. Day 2 Wrap Up and Prize Drawing
Debby Combs
5:45 p.m. Meet in the Lobby: BANQUET – REDS GAME vs. Milwaukee at 7:10 p.m. (Located at Great American Ball Park – we can walk or take the Southbank Shuttle)

Friday – May 8, 2009

6:00 a.m. – 9:00 a.m. Complimentary full cooked-to-order breakfast for overnight guests
Embassy Grille
9:00 a.m. – 11:00 a.m. “Whiners, Snipers and Manipulators: How to Deal With These Pain in the Backsides”
James Driver
11:00 a.m. – 11:30 a.m. Closing Remarks, Door Prizes and Evaluations
Debby Combs



...Impact of the Economic Crisis, cont. from page 3

While the full fallout of the U.S. financial crisis may not be known for some time, it is apparent that companies have made and will continue to make reductions in spending through revisiting merit budgets, bonuses, increasing employee benefit contributions; and in more far-reaching actions such as hiring freezes and layoffs. Employers can ease the concerns of their staff in these times by not forgoing bonuses and holiday gifts, instead making them smaller and tied to performance, offering supportive resources such as debt management and counseling, and by stepping up wellness initiatives to aid in morale and productivity. Lastly, don't neglect the importance of keeping an open line of communication with your employees regarding the impact of the current economic times on your business. Human Resource professionals can take this opportunity to support the business to ensure that the most appropriate economic actions are taken while supporting employees through increased communication and actions that are in support of the organization's vision/mission.

Laura Littlecott, PHR and Patti Dunham, MBA, MA, SPHR are Sr. Human Resources Consultants with Strategic Human Resources, Inc. (<http://www.strategicHRinc.com>). If you have any questions or would like to share your thoughts with either of these consultants, contact either of them respectively at LauraL@strategicHRinc.com or Patti@strategicHRinc.com.

**Thank you for your continued support of the
Kentucky Public Human Resources Association!**

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NEWSLETTER

President, Debby Combs

Spring 2009

President-Elect, Mary Hayes

The President's Letter

I hope this issue of the KPHRA Newsletter finds you doing well as you start 2009. There is no doubt that we are in interesting times as we begin our new year!



Unfortunately, the state of the economy has drained our budgets. We are looking at hiring freezes and other aspects of managing payroll costs. Health Insurance costs are rising and we need to be highly creative in our plans. We have new employment legislation (ADA and FMLA) with which we need to be in compliance. We all certainly have opportunities for "personal growth" this upcoming year, don't we!?

During times like these, it is comforting to know that your membership with KPHRA is here to help you. Here are just a few examples:

- *New Job Posting Board on our web page
- *Easier Web Access for membership
- *Conference speakers complementing current issues we are facing in 2009

Thanks to our President Elect, Mary Hayes-Smith with the City of Shelbyville, we have a great Spring Conference planned. You will find many current issues addressed at our Spring Conference on May 6-8 in Northern Kentucky. The full agenda and conference information, which is in this newsletter, is designed to meet both personal development needs and increase your technical knowledge and skills. The conference has the day filled with pertinent educational opportunities and the evenings filled with opportunities to network and explore the best of Cincinnati/Northern Kentucky.

We look forward to seeing you at the conference this May and thank you for being a member of KPHRA!

Respectfully yours,

Debby Combs, SPHR
President, KPHRA
Human Resources Manager, Kenton County Airport Board

The Impact of the Economic Crisis on our Organization's Human Resources

By: Laura Littlecott, PHR, and Patti Dunham, SPHR

In light of recent major events in the economy and financial markets, your employees may not be gathering around the water cooler to talk about the latest episode of "30 Rock" or what's on their holiday gift lists, but instead may be speculating about the future of their holiday bonuses, raises, or even job security. Looking at recent survey data, their fears are not unfounded. In an October 2008 survey, Watson Wyatt reported that 86% of surveyed companies expect the current economic crisis to have at least some impact on their business and many have already made changes that impact employees. The survey noted that 34% of employers have already made changes to their travel policies and 30% have entered into a hiring freeze. In addition, the survey reported some of the following potential actions within the next twelve months:

- Expected layoffs or reduction in force (26%)
- Expected hiring freezes (25%)
- Expected increases in the amount of employee contributions to the health insurance (25%)
- "Re-visiting" merit increase budgets (28%)

According to a recent article on MSNBC, small businesses may be making the most dramatic changes within the month – reconsidering holiday bonuses and gifts. Some are doing away with gifts altogether this holiday season, while others are scaling back end-of-year bonuses. Of course, cutting out bonuses and holiday gifts altogether can have a negative impact, so some employers are getting creative while reducing costs. According to MSNBC, one employer is replacing bonuses with extra time off between Christmas and the New Year, while another is giving an allowance to be spent on wellness items such as gym memberships or toward the employee's contribution of health insurance premiums. Some employers are still giving end-of-year bonuses, although the amounts are smaller than in previous years. The big blowout holiday party may be going the way of the dinosaur as well – employers are planning events such as on-premises lunches as a less expensive option to show their employees that even in the current economy, they are still appreciated. Other options employers are considering include: reducing the workweek, mandatory holiday shut down,