



COMP TIMES



Happy Holidays!

As the end of December approaches, we are all busy preparing for the holidays and our company's year end processes.

This is a difficult time of year to balance the expectations of your family and friends with the demands of work. I try to use the following tips to help balance it all during the holiday, while still remembering what is important to me:

1. Prioritize – I know that I still have leaves in the yard that should have been raked and hauled away in Fall, but that can wait. Identify those items that can be put off until after the holidays. The holidays are not just about one day. Don't forget that the holidays only come once a year.
2. Family and Friends – The holidays are the perfect time to reach out to the people in your life that you don't see every day. Sometimes it just takes a simple phone call, holiday card, or email to brighten another person's day.
3. Take time for You – Try to find some time to revitalize and recharge. Sit back with a cup of eggnog or spiced cider and enjoy this wonderful time of year.

Wishing all of our members a safe and happy holiday season! Until next time...

Anne Jernigan, Director of Communications

**Another great place to find tips to reduce stress this holiday season is from your organization's Employee Assistance Program (EAP). Contact your Benefits department to find out if your company offers this benefit.*

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Message from The President

The holidays are such a fun and exciting time of year. As we wrap up 2007 and move into 2008, I'd like to take a moment to thank Rose-Ann Boltz (Co-Director of Membership) and Elizabeth Martin (Director of Finance) for their time and dedication to RCA. They have done a fantastic job in their respective positions and have been instrumental in making RCA run smoothly.

While these two board members will be missed, I am also looking forward to 2008. Currently, elections are underway and we will have two new board members and we are excited about welcoming them aboard! We also have a great schedule of new programs and classes lined up.

I hope everyone has a safe and happy holiday. We will see you in 2008!

Warmest regards...

Jennifer Atkins, RCA President

Final Reminder

If you haven't already voted for the 2008 – 09 RCA Director of Finance and Co-Director of Programs, please do so by either:

1. Following the link below and placing your vote by December 21st.
http://www.surveymonkey.com/s.aspx?sm=ICjNY3gk_2fX2_2bYf3sxXkE_2bg_3d_3d
2. Requesting a ballot from the [Director of Communications](#) and mailing it to RCA.

All ballots must be received or post marked on or before December 21, 2007. The RCA mailing address is below:

Richmond Compensation Association
2008 RCA Board of Directors Ballot
P.O. Box 5931
Midlothian, VA 23112

Fourth Quarterly Meeting Notes

The final meeting of 2007, "The 10 Warning Signs That Your Company is Violating the ADA" was a great way to end the year.

Our speaker, Kevin D. Holden, did not disappoint our members. Mr. Holden proved to be an entertaining and informative speaker. As an attorney with Kaufman and Canoles, he provided practical advice and recent related cases in labor and employment law concerning the ADA.

Additionally, the special holiday breakfast along with door prizes and RCA gifts for all members who attended made it a great success.

Mr. Holden's presentation is posted in the Member's Only section of the RCA website (www.richcomp.org).

Job Postings

If your company has HR job openings, we can post it on our website. Simply email the position and description to [Job Posting Dropbox](#). Posting is free to all RCA members. For **non-members** the fee for each job posting is \$75. Job postings will remain on the website for 60 days.

2008 Programs

The 2008 Program's Theme of the Year is, "Employee Compensation: Making your Mark."

Our list of esteemed speakers and their presentation topics follows:

March 19th, [Rick Oliveria](#), President of the Bay Area Compensation Association, who teaches compensation at U.C. Berkeley and has a Masters Degree in Industrial and Labor Relations from the University of Oregon will present, "The Seven Deadly Sins of Employee Compensation."

June 18th, [Ron Reynolds](#), Northeast Compensation Consulting Practice Leader of Lockton Companies based in Richmond, VA will present, "How to Develop and Communication Total Rewards Strategy."

September 17th, [Edward R. Rataj](#), Managing Director of Compensation Consulting in the Human Capital Advisory Services practice of CBIZ Business Solutions of St. Louis, Inc. will present, "How to Set Pay Ranges that are Fair and Effective."

November 19th, [John Rubino](#), President of Rubino Consulting Services, an international Human Resources consulting company based in Pound Ridge, New York will present, "Communicating Compensation to Employees."

Once again, RCA 2008 Quarterly Meeting dates have been confirmed at Lewis Ginter Botanical Gardens. Don't forget to arrive early to enjoy breakfast and meet other RCA members from organizations in and around the Richmond area.

We look forward to seeing you at our 2008 Programs!

Leslie Van Auken, Co-Director of Programs

Survey the Membership

Do you want to know what other companies are doing in the area? We will survey the membership about topics or questions of interest. Please send your requests to [SurveyQuestions](#).

2008 Courses

Pricing: RCA member \$950
W@W member \$1,050
Non-member \$1,570

Location: Richmond Marriott West
(804)965-9500
www.marriott.com

T3 – Quantitative Methods

When: March 26th – 28th, 2008

*there will be an additional charge of \$30 for the course calculator

C17 – Market Pricing

When: June 11th – 13th, 2008

T2 – Accounting and Finance for HR

October 29th – 31st, 2008

Courses can fill up quickly, so sign up now!

For these courses, please sign up with W@W by phoning Customer Relations at (877) 951-9191 or emailing W@W [Customer Relations](mailto:CustomerRelations@w@w.com).

RCA Wants You!

Do you know a Compensation, Benefits, or Total Rewards professional who is new to the area? Introduce them to the Richmond Compensation Association!

By being a member of RCA, you receive benefits like:

- Participating in and purchasing the Greater Richmond Compensation Survey
- Network with Fortune 500 companies from the area
- Surveying the membership when you have a best practices question
- Attending programs led by nationally renowned speakers
- Receiving discounts to attend classes with W@W
- And more!

For more information, to renew, or sign up a friend, go to the Membership page on www.richcomp.org!

Don't forget, sign up a friend and receive \$10 off your membership price!!!

Articles of Interest

Stress Management Key to Employee Retention

Workers rank stress as a top reason they would leave their company, yet only 50% of employers offer stress management programs to employees primarily because they are perceived to have low impact on employee attraction and retention, according to a new research report, [Attraction and Retention: The Impact and Prevalence of Work-Life and Benefit Programs by WorldatWork](#).

“Companies need to seriously rethink their approach to workplace stress,” said [Kathie Lingle](#), director of [Alliance for Work-Life Progress](#), an affiliate of WorldatWork. “It's not just about treating the symptoms of stress with massages and yoga classes, but actually delving into the company's work processes and culture to figure out potential causes of pressure such as lack of supervisor and co-worker support, inadequate feedback, workload or scheduling issues.”

While not surprising, paid vacation and medical plans topped the list of programs rated as having a high impact on attraction and retention. More than 90 percent of participants said that paid vacation has a moderate to high impact on attraction and retention. A full 100 percent of participating organizations have a paid vacation program in place. Defined benefit plans, flex-time and telecommuting also were rated as high-impact programs.

Key Findings

- While stress is a top reason employees leave an organization, only 30 percent of employers offer emergency back-up dependent care services, on-site childcare and sabbaticals.
- Phased retirement is offered by only 32 percent of employers, even though it has moderate to high impact on retention (73 percent).
- While on-site childcare has a moderate to high impact on attraction (78 percent) and retention (76 percent), only 25 percent of organizations offer it.

- Four out of 10 organizations do not offer telecommuting; of those that do, 85 percent said telecommuting has a moderate to high impact on employee retention.
- Only 44 percent of companies offer profit sharing though it has a moderate to high impact for attraction (82 percent) and retention (80 percent).

The WorldatWork survey identifies 41 separate total rewards programs and reports the perceived impact on attraction and retention in the participating organization's talent pool. The survey was sent electronically to 4,625 WorldatWork members in the United States. There were 649 responses received for a 14-percent response rate. Respondents represent private companies (28.3%), public companies (51.6%) and not-for-profit (20.1%). A typical member of WorldatWork is employed at the manager/assistant director level and above and has at least five years of experience in HR or compensation. In addition, he or she is most frequently employed at the headquarters of a large company; 95% of the FORTUNE 500 companies employ a member of WorldatWork.

For a complimentary copy of the survey report, media may contact mrhodes@worldatwork.org.

WorldatWork Survey: U.S. Employers Hold the Line on Planned Salary Increases

The [WorldatWork Salary Budget Survey](#), the largest of its kind, finds that U.S. companies are planning an overall salary budget increase of 3.9% across all employee categories, regions and industries. The report indicates that U.S. companies are planning to hold the line next year: the 2008 salary budget increase is expected to remain at 3.9%.

Salary budget increases have risen one-tenth of a percent each year since 2004, according to the 34th annual WorldatWork *Salary Budget Survey*. [WorldatWork](#), an international association of human resource professionals and business leaders focused on attracting, motivating and retaining employees, conducts the largest and most comprehensive salary budget survey in the industry.

Salary budgets – the total amount of money allocated by an organization for all employee salaries – do not include other employment hard costs, i.e. medical/dental insurance, payroll taxes, 401(k) match, etc. Base pay increases may come from merit increases, cost of living increases and general increases (promotional increases are excluded).

“Modest 2007 salary budget increases of 3.9%, which are expected to plateau in 2008, present a challenge for managers,” said [Anne C. Ruddy](#), CCP, president of WorldatWork. “They will have to think more holistically and learn the art and science of ‘total rewards’ to attract, motivate and retain talent.”

WorldatWork *Salary Budget Survey* data includes results for the United States and Canada, major metropolitan areas in the two countries, major industries as well as data by organization size.

Washington, D.C. employers (see chart) report the highest total salary budget increase (4.1%) of all the surveyed metro areas. The biggest increase from 2006 to 2007 (3.7% to 4.0%) occurred in Houston.

Other key findings from the WorldatWork *Salary Budget Survey* include:

- As in 2005 and 2006, the largest salary budget increases this year are targeted for officers/executives, outpacing workers in the three other employee categories, i.e. nonexempt hourly nonunion, nonexempt salaried, exempt salaried. In 2007, officers and executives experienced salary budget growth *above* 4% for the first time in six years.
- Companies with fewer than 500 employees reported the highest actual salary budget increase in 2007 at 4.1%. The biggest companies (more than 20,000 employees) reported an increase of 3.7%.
- Among major industries surveyed, public administration had the largest actual salary budget increase (4.3%) this year. The smallest increases (3.7%) were found in the transportation/utility and retail sectors.
- The percentage of organizations using variable pay increased slightly

from 79% in 2006 to 80% in 2007, continuing a steady upward trend in the use of compensation that is contingent on performance or results achieved.

Media interested in a complimentary e-copy of the report may contact Marcia Rhodes at mrhodes@worldatwork.org or 480/348-7285. All others, please contact Customer Services at 877/951-9191. The cost is US\$210 per copy.

Survey respondents are WorldatWork members employed in the HR, compensation and benefits departments of mostly large North American companies. Combined, the survey's 2,500 participating organizations represent more than 15 million North American employees.