

AFFILIATE OF



Established 2000

January 2006

Special points of interest:

- Three Vancouver CEOs will be at the luncheon for questions and answers about HR and them in their respective organizations
- Washington State Minimum Wage increase for 2006
- 2006 Board of Directors includes new members

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Southwest Washington Human Resource
SWHRMA
Management Association

January Luncheon

“Questions and Answers with Three Local Executives”

TUESDAY, January 10th, 2006

11:30 AM - 1:00 PM

Hostess House, 10017 NE 6th, Vancouver

11:30 AM - REGISTER/NETWORK

12:00 PM - PROGRAM

\$18.00 PRE-PAID WITH RESERVATION

\$23.00 PAID AT THE DOOR (NO RESERVATION)

REGISTRATION DEADLINE: 1/3/06

This month's luncheon will feature the following local executives from the healthcare, manufacturing and retail industries in Southwest Washington:

- Kerry O'Leary - CEO of Gresham Station Surgery Center
- Jeff Hohman - President of Micropump
- Kevin Gee - Store Director of Fred Meyers in Salmon Creek

The luncheon will be a forum for these executives to discuss with members their expectations of HR in each of their organizations.

We look forward to seeing you there!

January Luncheon Speakers

This month's luncheon features three local professionals in different industries in Southwest Washington.

Here is a brief synopsis for each of the speakers:

Kerry A. O'Leary, RN, MBA is the Chief Executive Officer for the Gresham Station Surgery Center. This top level position involves many different areas such as overseeing the day to day operations of a start-up 6-OR ambulatory surgical center, develop operational systems and policy to stabilize the facilities infrastructure, evaluate and develop employees to maximize the skills and abilities, recruit and credential new physicians and develop both strategic and business plans that map the road for future opportunity.

Kerry is also the President/Consultant for Lakeview Healthcare Consulting, Inc. and has previously held executive and management positions at Physicians Hospital, Woodland Park Hospital and Southwest Washington Medical Center. Education includes an MBA from Pfeiffer University, Charlotte, North Carolina and a BSN from Regis University, Denver, Colorado.

Jeff Hohman has spent his entire career in business that are involved in the design, and manufacturing of fluidic devices. Jeff's background includes marketing, business and product development, sales leadership, and operations. The last 15 years he has been President of three different companies within IDEX Corporation, a 1 billion dollar diversified manufacturer publicly traded on the New York exchange.

Jeff currently serves on the Industrial Advisory Board for Mechanical Engineering at WSU Vancouver and the Southwest Washington Workforce Development Council Board. He is a member of the Southwest Washington Executive Manufacturer's Forum and an active industry participant in Clark College Customized Training, Professional Development and Workforce development programs.

At Micropump Jeff has been actively involved in Operational Excellence initiatives. He has become certified as a Six Sigma Green Belt, a Lean/Kaizen leader, and has been trained in Value Stream principles.

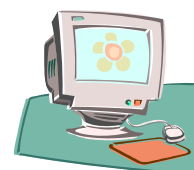
Kevin Gee of Fred Meyers will be our third speaker for the luncheon. Mr. Gee is the Store Director for the Salmon Creek Fred Meyer here in Southwest Washington.



*"Jeff [Hohman]
currently serves on...
the Southwest
Washington
Workforce
Development
Council Board"*

Advertising with SWHRMA

You can advertise your HR related products or services on Southwest Washington's leading website for Human Resource professionals. Visit www.swhrma.org for more information.



SWHRMA Luncheon Reservation Form

“Questions and Answers with Three Local Executives”

TUESDAY, January 10th, 2006

11:30 AM – 1:00 PM

Hostess House, 10017 NE 6th, Vancouver

\$18.00 Pre-paid with Reservation \$23.00 Paid at the door (No Reservation)

Federal ID#91-2052754

Complete and return this page before 1/3/06 to: Tamara Janecki

LACAMAS COMMUNITY CREDIT UNION
403 NE FIFTH AVENUE
Camas, WA 98607

PHONE: (360) 834-3611 EXT. 5993
FAX: (360) 834-7125
E-MAIL: tamara.janecki@lacamas.org

- Reservations are required whether you pre-pay or pay at the door.
- You must register in advance in order for you to receive the pre-paid price. Same day reservations will pay \$23.00 at the door. We accept Cash, Check, Visa and MasterCard.
- Call Tamara (see above) if you must cancel.
- No-shows will be billed.

YOUR NAME: _____ SPHR PHR OTHER _____

EMPLOYER: _____

ADDRESS: _____

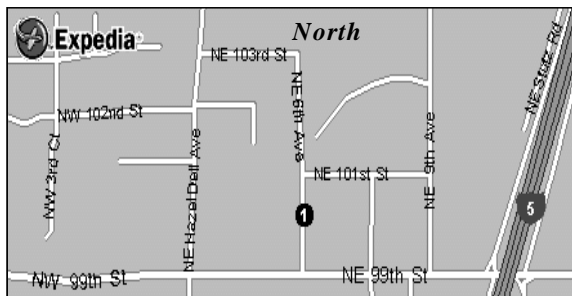
CITY, ST, ZIP: _____

PHONE: _____ FAX: _____

E-MAIL: _____ GUEST: _____

Check all that apply:

- My check for \$_____ made out to SWHRMA is (circle one): Enclosed In the Mail
- I will pay \$_____ with Visa or MasterCard
- Vegetarian lunch requested.
- Send membership information to my address.
- My contact information above (employer, address, e-mail, phone) has changed.
- This is the first SWHRMA meeting I've attended.*



DIRECTIONS TO LUNCHEON

From I-5 take Exit 5 to access 99th Street. After exiting from I-5, turn west onto 99th Street. Continue to 6th Avenue (there is a bank on the corner of 6th and 99th) and turn North (right). The Hostess House is on the right side of 6th Avenue. For more information, call the Hostess House, (360) 574-3284.

HRCI Spring Study Group

CERTIFICATION – YOUR PROFESSIONAL EDGE TAKE YOUR HR CAREER TO THE NEXT LEVEL

Join the SWHRMA Spring Study Group to prepare for the Human Resources Certification exam.

Day/Time: Wednesday, 6:00 PM – 9:00 PM
Session Period: February 1, 2006 – April 26, 2006
Location: TBD

Why Become PHR or SPHR Certified

Skill Development	Confidence	Recognition From Peers
Competitive Advantage	Credibility	Challenge
Personal Satisfaction		

“My work experience and education made me the perfect candidate for my current position, but in the recruitment phase “points” were given to candidates for certification. My points gave me the edge to get the interview and experience did the rest.”

Gretchen McKinney, PHR

“In a hard, competitive business, it’s good to have a personal grounding knowing that you’ve met the challenge of certification. It is one of the best professional and personal achievements I’ve accomplished.” - Alice McGrath, PHR

BENEFITS OF STUDY GROUP

The Spring and Fall 2004 study groups resulted in a 100% passing rate of those who took the exam.

The 2005 Spring Study Group received an overall “Excellent” evaluation after each module session. In the overall final evaluation, all the participants stated that the study group met the objective in helping them prepare for their certification exam, i.e.:

“I just wanted to let you know, I did pass the PHR yesterday!! I am sure you can imagine how thrilled I was!!! Thank you over and over for facilitating the class that I am sure was instrumental in my success! Thank you again for everything”.

“I also passed the PHR exam this weekend! I really enjoyed the study group and did find the discussions very helpful in figuring out the best answers on the test. Thanks for all your help and thanks also to the facilitators!”

- Application-oriented Sessions - designed for networking opportunities, group discussions and application exercises.

“The presentations were well put together and informative. The group discussions were good and helpful to hear others’ experience. The study group format was great. The facilitators were excellent.

“I thought the group discussion was great. Getting other perspectives helped me remember the information.”

“The group discussion was very beneficial. It’s always easier to learn something when you understand how it can be applied in the real world.”

HRCI Spring Study Group Continued..

MORE BENEFITS

- Cost Effective – discount rate for SHRM members and current students of HR management.
- Convenient Hours – offered after work hours
- Guidance and mentorship by HR certified facilitators, sharing their expertise and personal experiences with the certification exam process.
- Current References of HR Practices
 - Application activities
 - Periodic progress checks
 - Glossary of HR related terms
 - Review of sample tests after each session

WHO SHOULD ATTEND

- HR professionals looking for a resource to review and to prepare them for the HRCI PHR (Professional in Human Resources) or SPHR (Senior Professional in Human Resources) certification exam.
- HR practitioners with increased responsibilities interested in acquiring a broader overview of HR management.
- HR professionals returning to the field for an update of current practices.
- HR specialists expanding their understanding of all functional areas of HR management.
- PHR certified professionals upgrading their certification to the SPHR level.
- Individuals and students transitioning into an HR career, providing them with a solid foundation of HR management.

STUDY GROUP COST

\$125.00	Members of SWHRMA
\$200.00	Non-members
\$ 75.00	Returning Study Course Participants
\$ 55.00	Student of HR management courses

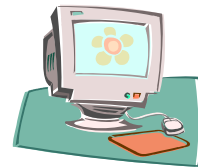
Other expenses associated with the certification are the exam cost and purchase of other resource materials for study aids. HRCI costs are in addition to the study group fee. We will provide participants with a Resource Binder and will make available for loan other reference materials.

CONTACT INFORMATION

Katie Policar, SPHR
Professional Development/Certification Director
kathrynp@firstindy.com
(360) 699-4380

Workforce Readiness 2006 Initiative

Mark your calendars! A **career fair on February 23rd!** For the first time ever SWHRMA is partnering with Washougal High School by participating in a Career Fair with their senior level students. We are looking for two to five HR professionals from each category below to participate on an HR panel of speakers from 8am -10am on Feb.23rd. You will talk about you're your company does, what positions you recruit for at your organizations and what knowledge, skills and abilities candidates must have.



The goals? To develop a community/business partnership with our educators, to develop a better match between current and future job market needs and the career awareness and workforce skills of high school graduates.

We would like HR professionals from the following categories:

- 1) Healthcare (Social and Human Services)
- 2) Marketing & Management
- 3) Business Operations (i.e. Banking)
- 4) Science (Engineering, Nuclear)
- 5) Technology (Hands on..)
- 6) Arts & Communication

SWHRMA's Workforce Readiness Committee will be contacting SWHMRMA members directly over the next couple of months seeking participants.

Think about it, is recruiting and retention a high priority for your organization?? Folks, there is a great need for HR professionals to get involved at this level. These students are our next generation and it is up to us to help make a difference in our future workforce. Please join SWHRMA in this great opportunity to help make a difference.

“These students are our next generation and it is up to us to help make a difference in our future workforce”

If you or someone responsible for hiring at your organization would like to participate, please contact: Tamara Russell, your Workforce Readiness Director, at trussell@cfamhc.org or (360) 636-3892 Ext. 160.

Volunteers Wanted

SWHRMA's Spring 2006 study group for the HRCI PHR/SPHR certification examination will be starting from February 1 and to April 26. We are currently looking for current PHR or SPHR volunteers to facilitate the study group. This is a great opportunity to share your knowledge of HR practices and experiences, act as a mentor to study group participants, as well as earn recertification credits up to 4.5 hours.



Please contact Katie Policar at 360-699-4380 or email kathrynp@firstindy.com.

Washington Legislative Update

Jenifer Lambert, SPHR

Washington's minimum wage to increase to \$7.63 an hour January 1st, 2006



TUMWATER - Washington's minimum wage will increase 28 cents to \$7.63 an hour beginning Jan. 1, 2006. The Department of Labor and Industries (L&I) recalculates the state's minimum wage each year in September as required by Initiative 688, which was approved by Washington state voters in 1998. The law requires that the state minimum wage be adjusted each year according to the change in the federal Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) during the 12 months ending each Aug. 31.

The CPI-W measures the average change in prices on a fixed "market basket" of goods and services such as food, shelter, medical care, transportation and other goods and services people purchase for day-to-day living. It increased 3.8 percent during the 12-month period ending Aug. 31, compared to a 2.6 percent increase during the same period in 2004.

That increase, applied to Washington's current minimum wage of \$7.35 an hour, generated a 28-cent increase in next year's minimum wage. Washington's minimum wage applies to workers in both agricultural and non-agricultural jobs, although 14- and 15-year-olds may be paid 85 percent of the adult minimum wage.

For more information on Washington's minimum wage, go to Wages.LNI.wa.gov and select "Minimum Wage." Employers and workers may also call 360-902-5316 or toll-free 1-866-219-7321 for more information.

*“Washington’s
minimum wage
applies to workers
in both
agricultural and
non-agricultural
jobs”*

Attention HR Professionals!

Can you use some extra help? WSU Vancouver currently has a small number of HR students looking for field experience in human resource management next semester in exchange for course credit. To participate in the program or for more information, please contact Tahira Probst, HR Field Experience Coordinator, at 360-546-9746 or probst@vancouver.wsu.edu.

HR Careers

If you are searching for employment opportunities, or your company needs to fill a Human Resource position, go to the SWHRMA web site www.swhrma.org, and click on “Job Bank”. This links directly into the Portland Human Resource Management Association Job Bank. While there is no charge to an individual posting their resume, there is a small charge to businesses posting openings.



Post HR Job Openings

Does your company have a job opening for an individual in Human Resources? If so, forward the information to Tamara Russell at trussell@cfamhc.org. She will post the information at the monthly Chapter luncheon meetings.

*“Does your company
have a job opening for
an individual in
Human Resources?”*

Luncheon Sponsors

If you know of a business that might be interested in sponsoring an upcoming SWHRMA luncheon, please contact Leah Cox at:

417 NE 136th Street
Vancouver, WA 98685
(360) 576-4223



Leah.Cox@adaliscorp.com



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Published Monthly by SWHRMA
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