

AFFILIATE OF



SOCIETY FOR  
HUMAN  
RESOURCE  
MANAGEMENT



**SWHRMA**  
Southwest Washington Human Resource Management Association

*Helping to Further Develop Human Resource Professionals  
as Strategic Partners*

Established 2000

APRIL 2004



## April Luncheon

### *“Compensation Trends”*



**TUESDAY, April 13, 2004**

**11:30 a.m. – 1:00 p.m.**

**Hostess House, 10017 NE 6th, Vancouver**

**11:30 A.M. – REGISTER/NETWORK 12:00 P.M. – PROGRAM**

**\$18.00 PRE-PAID \$23.00 PAID AT THE DOOR CASH OR CHECK ONLY**

**RESERVATION DEADLINE: 4/6/04**

Catherine Dovey will update us on the latest trends in compensation. We'll look at the current economic climate, projected wage increases and merit trends, hear the latest on the long-anticipated FLSA changes, and the role that incentives play. She will also review the latest compensation research data and distill it down to useful ideas for you to take back to your organization. Catherine has a depth of compensation expertise and is an enthusiastic presenter. Please join us for a fun and informative program!

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## **APRIL 2004**

### **A NOTE FROM THE PRESIDENT**

We have been able to fill two very important Board positions this past month. Cerise Jolliver has agreed to fill the position of Student Chapter Liaison and Ann Nordquist, SPHR has agreed to fill the position of Legislative Action Chair. We are so grateful for their willingness to join us and help make our Board nearly complete. Cerise is Director of Human Resources at the Red Lion Hotel at the Quay and Ann is the former Vice President of Human Resources at the South-west Washington Medical Center.

The final Board position we hope to fill is the Professional Certification Co-Chair. If you feel like that might be the position for you, please contact me or another member of the Board. I will say again that working around the caliber of people who are on the Board of Directors is one of the greatest pleasures of my professional life.

Don't miss the April Chapter meeting where you will have the opportunity to get an update on Compensation and Benefits from none other than Catherine Dovey, CCP, SPHR. Catherine has served previously on our Board as well as on the Board of Directors of the Northwest Human Resource Management Association (NHRMA) where she filled roles including that of President! She has past Board experience in the Seattle area as well. When Catherine isn't volunteering her time to the H.R. profession she works as a consultant specializing in Compensation and Benefits for Dovey HR Strategies.

Catherine taught the module on Compensation and Benefits to our HRCI study group for several years before relocating to the Seattle area. She was always a favorite presenter as evidenced by very complimentary feedback on the evaluation forms. So, this is a meeting you won't want to miss! See you there!

Please feel free to call me with any thoughts or ideas you have for the chapter this year. Remember to "Prize the Past while we Build the Future!"

Ronald K. Kramer, SPHR  
President of SWHRMA  
360-835-9507  
rkramer@bbafiberweb.com

## **APRIL LUNCHEON SPEAKER** **Catherine Dovey, CCP, SPHR** **Dovey HR Strategies**



**Catherine Dovey, CCP, SPHR**, has worked in human resources for 20 years, with compensation and pay systems as her primary specialties. She has de-

signed and managed job evaluation systems, incentive plans, performance management systems and base pay compensation programs.

Catherine's experience includes union and non-union environments in both private and public sector organizations. She has a Master's of Business Administration from Washington State University and has a BS in Business from Central Washington University. Catherine has attained the Certified Compensation Professional (CCP) designation through WorldatWork (formerly the American Compensation Association), and has her Senior Professional in Human Resources (SPHR) designation through the Human Resource Certification Institute (HRCI).

Catherine was a charter member of the Southwest Washington Human Resource Management Association (SWHRMA). She is presently on the Board of Directors of the Northwest Human Resource Management Association (NHRMA).

Catherine has served on numerous local, regional, and national human resources boards. As a member of the HRCI Western Region Item Writing Panel, Catherine helped craft questions to test the expertise of hundreds of HR professionals across the nation.

Catherine also teaches Compensation for the Human Resource Certificate program at Portland State University and Advanced Compensation at Bellevue Community College.

Dovey HR Strategies focuses on the following areas:

### General HR Services

- HR Audits
- Administration
- Recruiting
- Training
- Investigations
- Team Building

### Compensation

- Base Pay Structures
- Market Analysis
- Incentive Plans
- Sales Compensation
- Performance Management
- Compensation Audits & Readiness Assessments

Southwest Washington  
Human Resource  
Management Association

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# SWHRMA

## LUNCHEON RESERVATIONS FORM

### *“Compensation Trends”*



**TUESDAY, April 13, 2004**  
**11:30 a.m. – 1:00 p.m.**  
**Hostess House, 10017 NE 6th, Vancouver**  
**\$18.00 Pre-paid \$23.00 Paid at the door Cash or Check Only**  
*Federal ID#91-2052754*

**Complete and return this page before 4/6/04 to: Becky Whitten**

C-TECH INDUSTRIES, INC.  
 4275 NW PACIFIC RIM BLVD.  
 Camas, WA 98607

PHONE: (360) 833-1600 EXT. 207  
 FAX: (360) 817-9077  
[becky.whitten@c-techindustries.com](mailto:becky.whitten@c-techindustries.com)

- Reservations are required whether you pre-pay or pay at the door.
- We must receive your check before the luncheon in order for you to receive the pre-paid price. We accept cash or a check at the door, but not credit cards.
- Call Becky Whitten (see above) if you must cancel.
- No-shows will be billed.

YOUR NAME: \_\_\_\_\_  SPHR  PHR  OTHER \_\_\_\_\_

EMPLOYER: \_\_\_\_\_

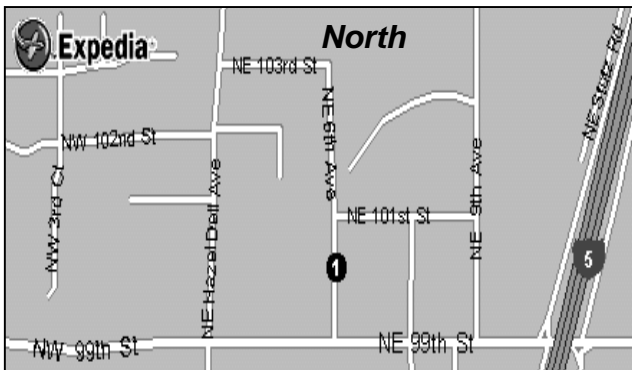
ADDRESS: \_\_\_\_\_

PHONE: \_\_\_\_\_ FAX: \_\_\_\_\_

E-MAIL: \_\_\_\_\_ GUEST: \_\_\_\_\_

**Check all that apply:**

- My check for \$\_\_\_\_\_ made out to SWHRMA is enclosed (\$18 per attendee.)
- I will pay \$23 for each attendee at the door, cash or check.
- 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 99<sup>th</sup> Street. After exiting from I-5, turn west onto 99<sup>th</sup> Street. Continue to 6<sup>th</sup> Avenue (there is a bank on the corner of 6<sup>th</sup> and 99<sup>th</sup>) and turn North (right). The Hostess House is on the right side of 6<sup>th</sup> Avenue. For more information, call the Hostess House, (360) 574-3284.



**Washington State Council  
Legislative Update  
Jenifer Lambert, SPHR  
Legislative Director**

**Washington State**

Put a fork in it—it's done! The short sixty day legislative session came to a close on March 14. The bad news: Not much happened that will affect the HR community. The good news: Not much happened that will affect the HR community. There were a couple of wins in this session.

In a small workers' comp victory, the Legislature passed [HB 3188](#), legislation addressing fraud by employers, workers and providers. AWB, AGC and other groups from the business community successfully negotiated with L&I and union leaders to get agreement on the bill. Another bill that passed the Legislature dealing with workers' compensation fraud is [SB 6428](#) sponsored by Sen. Honeyford. This bill focuses on provider fraud in the workers' compensation system and allows for quick suspension of those providers who abuse the system. [SB 6428](#) mirrors the language in [HB 3188](#) on provider fraud. [HB 3188](#) now sits on Gov. Locke's desk and he is expected to sign it.

After ongoing negotiations with Sen. Decio, Rep. Cody and Gov. Locke, [HB 2460](#) passed. The bill, as passed, contains a number of very important provisions in insurance reform, including changing the definition of a small group, giving greater flexibility to carriers on the renewing of plans, and adjusting community rating provisions. The bill did not contain provisions to reduce mandates to make health care plans more affordable. While there is rea-

son to believe the bill will provide stabilization to the small group market, there is still a lot of work to be done next year.

Unfortunately, a bill that would have provided employers some protection in giving good faith reference information on former employees did not get passed. This is an issue that is long overdue and will be at the top of our list as the State Council sets legislative priorities for the 2005 session.

**The Other Washington (D.C.)**

The hottest HR issue at the federal level is FLSA reform, in particular modifying white collar exemptions. The Department of Labor is expected to issue the final rule by the end of March. Hard lines have been drawn between the parties on this issue and it is expected that it could be an issue in the campaigns this fall. Opponents of the reforms are currently running television ads claiming that 8 million American workers will lose overtime pay. It is expected that the Democrats will utilize a procedural move to block the implementation of the rule. It is vital that you contact your members of Congress to express your desire to see these reforms implemented. Please visit the SHRM website ([www.shrm.org/](http://www.shrm.org/)) to learn more about the proposed reforms. More information will be sent to chapter leaders and legislative representatives in the upcoming weeks.

**SHRM "Write Your Member of Congress"**

Congratulations and thank you to everyone who sent letters this month!! Washington State ranked third with 86 letters and second for number of unique writers (9). Special kudos to the Snohomish County Chapter. Six of the nine letter writers for the state came from that chapter. I feel a challenge coming on! Let's go for two months in a row on the leader board!

If you have any questions regarding this update, please let me know.

## ANNOUNCEMENTS

### **Important Upcoming Mail from SWHRMA**

In conjunction with the SHRM Oregon State Council, a mailing will be sent to you in the near future to let you know of an upcoming Legislative Conference in May. We are only sharing the address information with the Oregon State Council (not your email address). One of SWHRMA's goals is to provide information to our members about educational opportunities. This is one way we are meeting that goal. In the future we will continue to inform you of other educational opportunities we learn about.

### **Considering an Internship?**

If you are interested in participating in an internship either as an employer or as an intern, please contact Tamara Russell at [trussell@nautilusgroup.com](mailto:trussell@nautilusgroup.com).

For members interested in applying for a scholarship through SWHRMA, please also contact Tamara Russell at [trussell@nautilusgroup.com](mailto:trussell@nautilusgroup.com).

### **2004 Psychologically Healthy Workplace Award**

For the third year, the Washington State Psychological Association is sponsoring **The Psychologically Healthy Workplace Award (PHWA)**, honoring those employers

committed to programs and policies that enhance the quality of the work environment for their employees.

**The 2004 Psychologically Healthy Workplace Awards** will be presented to winners in four categories: small business (under 100 employees), large business, non-profit and government employer. Applications have already opened and close on May 1st, 2004.

Finalists selected in each category will be visited by a team from the Washington State Psychological Association. Presentation of the awards will be made on October 1, 2004 at an award luncheon held in conjunction with the annual convention of the Washington State Psychological Association. A second awards presentation will be made at the winners' request in a local venue of their choosing.

In 2003, Washington State University Vancouver became 1 of 17 employers nationwide to be recognized as a Psychologically Healthy Workplace Award Best Practices Honoree by the American Psychological Association's new national recognition program. WSU Vancouver was the 2002 state winner in the government employer category.

This award is presented in cooperation with the American Psychological Association. The Puget Sound Association of Industrial/Organizational Psychologists will act as a participating group in the award process.

For more information about the **Psychologically Healthy Workplace Award** please contact the local representatives the Washington State Psychological Association at (206) 547-4220 or via e-mail at [wspa@wa.psych.org](mailto:wspa@wa.psych.org)

## SWHRMA 2004 BOARD OF DIRECTORS

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**Carol Zaharko, SPHR**  
**Past President**

G. Loomis  
(360) 225-6516 x263 / [czaharko@gloomis.com](mailto:czaharko@gloomis.com)

## JOB BANK

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](http://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.

## HR JOB OPENINGS

Does your company have a job opening for an individual in Human Resources? If so, forward the information to Mollie Hubler at [m.hubler@comcast.net](mailto:m.hubler@comcast.net). She will post the information at the monthly Chapter luncheon meetings.

## 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 136<sup>th</sup> Street  
Vancouver, WA 98685  
(360) 576-4223

[Leah.Cox@adaliscorp.com](mailto:Leah.Cox@adaliscorp.com)

## HR LEARNING OPPORTUNITIES

As we become aware of local Human Resource training and education opportunities for our members, we will add them to the Calendar location on our website, along with registration links when possible.

If you are aware of such opportunities, please forward that information to Carol Zaharko via the SWHRMA website (Contact Us) at [www.swhrma.org](http://www.swhrma.org).

## ADVERTISING

You can advertise your HR-related product or service on Southwest Washington's leading website for Human Resource professionals. Visit [www.swhrma.org](http://www.swhrma.org) for more information.