



June 2016

SHRM Montgomery

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

ADVANCING THE PROFESSIONAL SERVING THE PROFESSIONALS

General Membership Meeting

- Date:** Tuesday, June 21, 2016
- Topic:** How to be Compliant with an ACA Investigation from EBSA
- Speaker:** **Maxine J. Moore**
Department of Labor Benefits Administration
- Sponsor:** **Starke Agency**
- Time:** Luncheon Meeting
11:30am – 1:00pm
- Location:** **Capital City Club**
201 Monroe Street #2100
Montgomery, AL 36104



NOTE: All registration should be submitted 2 business days prior

Please make sure you sign up for meetings in advance. We cannot guarantee meals for those who are not registered for the meetings.



Save the date...

Meetings that are already confirmed for 2016:

**July 14, September 15,
November 10...more to come.**

Meeting Guidelines Checklist:

Please go to <http://shrmmontgomery.shrm.org> and click the "Meeting Reservation Link."

All members, guests and students must go to the website to make a reservation in order to attend the meeting.

Cancellations must be made 24 hours in advance of the meeting. SHRM-Montgomery reserves the right to bill if cancellation is not made in a timely manner.

Luncheon Meeting Fees, payable at the door

Basic Members (excluding all-inclusive members) - \$15

Guests - \$20

Speaker's Biography



MAXINE J. MOORE

Senior Advisor— Health Investigations
Employee Benefits Security Administration (EBSA)
United States Department of Labor (USDOL)

Maxine Moore is currently a Senior Advisor—Health Investigations for the Atlanta Regional Office, a position created in 2013. In this capacity, Ms. Moore is responsible for providing technical review and analysis of health plan investigations and providing training and continuing education to Regional Office staff relating to the health plan investigation program.

Ms. Moore worked as an Investigator and Senior Investigator with the Employee Benefits Security Administration from 1998 to 2013. During her tenure as an Investigator, Ms. Moore was involved in civil and criminal investigation relating to retirement plans as well as self-insured and fully-insured group health plans offered throughout the Southeast.

Before joining the Employee Benefits Security Administration, Ms. Moore received her undergraduate degree from University of Maryland, her law degree from Quinnipiac University and worked for several law firms.

Sponsor Spotlight



Starke Agency, Inc. is a business insurance brokerage and risk management company based in Montgomery, Alabama. For over 85 years, Starke Agency has established a solid record of financial stability, independence and personal service to our clients, who share our confidence. With a focus on tomorrow, Starke Agency never loses sight of our fundamental principle:

Omni Vincit Labor — Work Wins.



Speakers needed for TSHRM

Montgomery's TSHRM chapter is in need of HR professionals to come speak at their meetings. You can choose your topic. Please contact Paula Barlow at paula.barlow@prattvilleal.gov for more information.

Thank you for your help.

Have you renewed your 2016 SHRM Montgomery membership?

Don't miss the opportunity to continue to receive the many benefits of being a SHRM Montgomery Member.

Contact Andrea Jordan by email at Andrea.Jordan@ledic.com if you have any questions.

Payment instructions and options to pay through PayPal are available at:

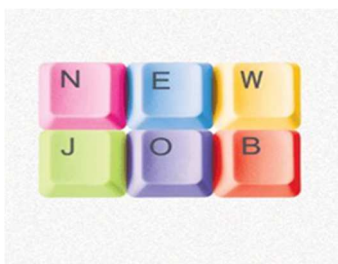
<http://shrmontgomery.shrm.org/membership-dues-payment-options>

If your company requires you to submit an invoice for payment, click on the SHRM Montgomery link above. Scroll down $\frac{3}{4}$ of the page and click on the link "click here" next to the words "if you need an invoice." You will be able to fill in your name, select the type of membership you wish to purchase, print and submit to your company.

If your employer requires a W-9 to process a payment, click on the link above, scroll down $\frac{3}{4}$ of the page and click on the W-9 link.



Check this out! You can upload a picture to your SHRM profile. All you have to do is click edit on your profile and scroll to the bottom of the page to upload a picture.



Did you know that you can post your HR openings on our SHRM website?

If you have a career opportunity in HR, please use this resource to help fill your position.



Spotlight from the president

HR & Big Data

By Mike Polis



It is a foregone conclusion that employees are essential to the prosperity of any company. As human resource practitioner's, we all need to be as versatile as a Swiss army knife. Using analytics to evaluate factors crucial to the success of our organizations is one area that adds value to what we do for a living.

Recently you may have heard that the Arizona Coyotes a professional hockey team hired the youngest General Manager in professional sports, John Chayka at age 28.

Prior to joining the Coyotes, he co-founded and served as Director of Hockey Operations at Stathletes Inc. Stathletes is a hockey analytics firm that tracks data through an intensive video analysis process and breaks down the game to provide objective insight into player and team performance tendencies.

In the world of HR, tracking and analyzing your company attrition rate is a very common practice.

Hiring employees and training them cost time and money. Traditionally when assessing your workforce, measuring turnover rate is an effort to predict the future and reduce employee fluctuation. These fluctuations can be identified through KPIs or Key Performance Indicators such as survey's or exit interviews, both factors serve as useful tools.

We sometimes struggle to turn "people data" into value added contributions to the organization.

Generally speaking, in manufacturing, direct labor is measured by an established time and motion standard as to how many widgets an employee produces within a period of time.

Utilizing capacity efficiently is an absolute necessity in this measurement.

Analyzing capacity is a key factor because it affects revenue and seeks to determine how efficient people are in a business. Business owners would like to know if their staff is spending much time on administration and not enough on more profitable work, or are individuals stretched far too thin?

The tricky part for HR departments is coming up with a system to track capacity without creating "red tape" administrative burdens or alienating employees with an efficiency expert mentality.

A note of caution here, is the importance for cyber space security. It is imperative that you work with your HRIS Programmer and Software Vendor. We all recall last year when the Office of Personnel Management in DC was hacked. Not only personnel records of current and former employees were accessed but also extensive information about friends, relatives and others listed as references in applications for some of the most sensitive jobs in government were compromised.

If you can identify some of the most important analytics to better understand the people-related side of your business you then will add to the success of it.

Have Fun!

Mike

Opportunities for Professional Growth and Development

Keynote
Speakers

SHRM 2016 JUNE 19-22 ANNUAL CONFERENCE & EXPOSITION D.C.



Paul Begala
POLITICAL ANALYST
AND COMMENTATOR,
CNN



**Tucker
Carlson**
CO-HOST, FOX AND
FRIENDS WEEKEND
AND EDITOR-IN-
CHIEF, THE DAILY
CALLER



Sal Khan
FOUNDER OF THE
KHAN ACADEMY

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SHRM
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LEHR MIDDLEBROOKS
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Save the Date for Lehr, Middlebrooks, Vreeland & Thomas, P.C. 2016 Employee Relations Summit

Join us for our 2016 Employee Relations Summit on **Thursday, November 17th from 8:30 a.m. until 4:00 p.m. at WorkPlay in Birmingham, Alabama.** Our attorneys and guest speakers will cover the workplace implications of the national election results, expansion of LGBT workplace litigation, DOL's Wage and Hour and Persuader initiatives, how existing business relationships may constitute a "joint employer" for workplace liability, and the NLRB and Organized Labor's joint efforts to transform the private sector workplace. A comprehensive agenda and list of speakers will be forthcoming during the summer. Mark this date on your calendar, however, for what will be a highly informative and interactive meeting.

To register go to: <http://lehrmiddlebrooks.com/seminars/lmvts-2016-employee-relations-summit>

Or contact Katherine Gault at
kgault@lehrmiddlebrooks.com
or 205.323.9263.

Workforce Readiness



Hope Inspired Ministries is looking for a few good HR professionals who are willing to give a little of their time to perform mock interviews.

Hope Inspired Ministries seeks to serve those who are low skilled, poorly educated, and chronically unemployed by preparing and equipping them to obtain and maintain employment through an 11-week job training course.

Our program is relational and transformative in nature, providing more than 400 hours of training, including life skills, employment skills, character building, unpaid internships with local businesses and GED training.

What makes our program different is that we are relational in nature, meaning we invest time in peoples' lives and walk out this process of transformation with each our students. We are willing to walk hand-in-hand as they walk out this journey and hold them accountable to meet the high standards of our course. We not only want to instill education, soft skills and training into our students, but we also want to help them become the person God intended for them to be.

The interviews will take approximately 2 hours starting at 1:30 p.m. on the following dates:

- ◆ June 23, 2016
- ◆ June 30, 2016

Please contact Leanne Jordan at leannejordan7@gmail.com to find out more information.



The Family Guidance Center of Alabama WORK READY! Program is a four week hands-on employment readiness program designed for young adults from ages sixteen to twenty-four who are seeking to obtain their G.E.D. or apply for college. The WORK READY! Program is directed towards the following young adults:

- Young adults who families qualify on a low income scale in Montgomery, AL and surrounding areas
- Young adults involved in the juvenile justice system
- Young adults in the Alabama foster care system

We are currently looking for volunteer speakers for the month of April and May in the profession of Manufacturing/Distribution, Automotive or Info Technology to discuss job opportunities and work readiness skills in those fields. If you are interested in becoming a guest speaker please contact Brittany Jordan at 334-270-4100 ext. 220 or bjordan@familyguidancecenter.org.

SHRM Foundation



At our next meeting you can purchase tickets for our SHRM Foundation 50/50 raffle. Please help the future of HR with your purchase and have the opportunity to win.



We are participating as a chapter in the **1000 Books in 100 Days** workforce readiness initiative beginning February 29th as set forth by the SHRM State Council. The idea is for each chapter to collect at least 100 books for Kindergarten through 3rd grade level, to be distributed in our community. **We need donated books delivered no later than June 21st to either the Chapter meeting or to Michaela Hutcheson at MAX Credit Union**

Board Members for 2016 Montgomery SHRM

Board Members

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