



WSHRMA

West Sound
Human
Resource
Management
Association

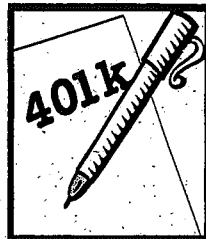
West Sound Human Resource Management Association

West Sound Happenings

October 2002

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Retirement Plans, Fees and Investment Performance - How to get more for less

Presented by: Dan Maul, Retirement Planning Associates

401(k) Plans: New Laws + New Limits = More Options!

Presented by: Brian Mohoric, APA - Compensation Consultants, Inc

Wednesday, October 9, 2002 - Chapter Meeting

Even though up to 80% of the cost of a retirement plan are deducted from plan assets, plan sponsors—who have a fiduciary responsibility to make sure the fees are reasonable — typically have little or no idea of what the costs are, how they compare or how to control them. Dan Maul of Retirement Planning Associates will review retirement plan costs, the effect on investment performance, the ranges and averages for various plan sizes. He will provide some simple tools for discovering what the costs of your plan are and tips on how to control them.

The tax relief law passed in 2001 significantly increases the amount of money that can be deferred into a 401(k) plan. Other recent retirement plan law changes affect what owners and highly paid employees can do with 401(k) savings. Brian Mohoric of Compensation Consultants, Inc. will discuss 401(k) limit changes and how 401(k) plan design can help meet recruitment, retention and morale needs.

Dan Maul is an independent Registered Investment Advisor and a Registered General Securities Principal who has specialized in the design and installation of all types of retirement plans, as well as general financial counseling for over 18 years. Prior to establishing *Retirement Planning Associates*, Dan was a vice president and marketing coordinator for Murphey Favre,

the investment securities firm with Washington Mutual Savings Bank.

Retirement Planning Associates provides business owners and employees with the information and services they
(Continued on page 2)

Retirement Plans . . . 401(k) Plans . . .

- Date:** Wednesday, October 9, 2002
- Time:** 11:45 a.m. — 1:30 p.m.
- Place:** Silverdale Hotel
3073 NW Bucklin Hill Rd
- Price:** \$15.00 Members*
\$25.00 Non-Members*
- Rsvp:** Cynthia Crisp (360) 475-7306
ccrisp@oc.ctc.edu
- Menu:** Stuffed Chicken Salad Croissant Sandwich served with Rainbow Rotelle Pasta Salad.

When you register, let us know if you have special needs.

Reservations must be made by October 4, 2002. (Additional \$10.00 fee will be charged to those without reservations.)

*Those with reservations who do not attend the meeting, will be billed for the cost of their meal.



The October luncheon has been approved for 1 recertification credit hour toward PHR and SPHR recertification through the HRCI.

Board Member Profile



Keri Sieckowski, PHR

Keri Sieckowski has been a member of SHRM since 1992. She currently serves as Secretary on the WSHRMA Board. Keri has a PHR designation, a B.S. in Business Administration (specializing in Human Resources) and a B.A. in Sociology.

She is currently an HR Representative for Concurrent Technologies. Prior to her position at Concurrent Technologies, Keri worked for Northwest Kinetics in Tacoma as an HR Manager for two years and as an HR Generalist for Outdoor Research in Seattle for two years. While attending Central Washington University, Keri held intern positions at both the City of Ellensburg and Tree Top.

Keri was born in Norfolk, Virginia but she grew up in Port Orchard, Washington. She currently lives in Olalla with her husband Wayne and their six-month-old son, Spencer. They also share their home with their dog Wolf, a Husky/Malamut mix and their two beta fish, Red Fish and Blue Fish. During her free time, Keri has been helping her husband get his Construction business started. She also enjoys scrapbooking and reading and loves sushi and Mexican food. Her favorite seasons are fall for the colors and the crisp air and spring for the flowers and the warmth.

Keri's goal as a WSHRMA Board member has been to learn more about the Board and WSHRMA and to help our chapter grow and offer outstanding services to its members.

Retirement Plans

continued

(Continued from page 1)

need to select and maintain the appropriate type of retirement plan and investment vehicles. Whether establishing a new plan, taking over an existing plan or working with owners and employees on an ongoing basis, RPA is dedicated to working with clients in a clear, objective, responsive, service oriented fashion.

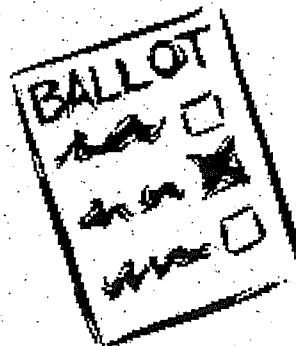
Dan Maul has been featured in the *Seattle Times*, *Puget Sound Business Journal*, and on KIRO and KUOW radio.

Brian Mohoric, APA is Vice President of Compensation Consultants, Inc. of Port Orchard, Washington. Before joining CCI in 1998, Brian served as Chief Deputy Auditor for Kitsap County; and as the Initiative & Referendum Manager, and Voters Pamphlet Manager for the Washington Secretary of State's Office to name a few.

Compensation Consultants, Inc. (CCI) is an independent service organization that specializes in individually designed qualified retirement plans. Established in 1977 in Seattle, CCI's quality retirement planning services are now provided to more than 450 clients nationwide, with an emphasis in the Pacific Northwest. Their clients range in size from sole proprietors to major corporations with over 3,000 employees.

WSHRMA Board Elections

Nominations are coming to a close for next years Board of Directors. We will have open nominations from the floor at our next meeting. To date we have a complete slate of officers nominated for 2003. We would like anyone who is interested in serving on our Board to please come forward at this meeting. It would be nice to have a true election rather than an acclamation of a slate of officers.



WSHRMA Job Bank

The job bank, a free service provided to members of WSHRMA serves as a source for employers trying to fill HR positions and applicants looking for jobs. For more information contact Lisa Hecker at lisah@fredhillmaterials.com.

WSHRMA Fall Conference

Hope you are keeping this date open on your calendar. You won't want to miss this Legal Update Half Day Conference.

If you missed the Executive Track Session at the Washington State Council's Conference in March, now is your chance! We will be offering a limited number of participants a chance to attend sessions designed for the senior level Human Resource person.

Watch your mail for more detailed information on the WSHRMA Fall Conference.

Plan to Attend!

Wednesday, November 13, 2002
The Silverdale Hotel

Keynote Speakers

- Michael W. Droke, Partner
Labor & Employment Practice Group
Dorsey & Whitney LLP
- James Allen
Nece & Allen, LLP

You won't want to miss this informative, fun-filled event. We have a fashion show highlighting career wear for men and women planned for your enjoyment. We will also have our annual SHRM Foundation Silent Auction Fund-raiser so you can do a little holiday shopping.

WSHRMA Legislative Reporter Update

Top Senate Issues

The top Senate issues for the remainder of the 2002 session include the establishment of a Homeland Security Department, pension reform, and increasing the federal minimum wage.

Pension Reform - Investment Advice - Contact Your Legislators

The Pension Security Act of 2002 (HR3762) and the Protecting America's Security Act (S1992) still await approval from Congress. A committee is reviewing the differences between the two bills. It would be a shame if pension reform were not completed this year. However, this issue will not be approved this year without some pressure. Contact your legislators at www.shrm.org/government. "Write Your Member of Congress" and urge them to pass this comprehensive pension reform legislation.

Accounting Reform Legislation

An unexpected side effect of HR 3763, the Sarbanes-Oxley Act of 2002, has some employers and employee relocation experts concerned. Section 402(a) of the act addresses companies extending

credit to any director or executive officer. Under the act it would be illegal to provide personal loans to executives for relocation purposes. Watch for more debate and information on this issue.

HIPAA Regulations

The Department of Health and Human Services (HHS) has issued the final rule on HIPAA regulations. These regulations govern medical privacy rights for patients under the Health Insurance Portability and Accountability Act of 1996. For more information go to <http://www.hhs.gov/news/press/2002pres/20020809.html> for the HHS fact sheet and background or <http://www.hhs.gov/ocr/hipaa/privrulepd.pdf> for the rule as published in the Federal Register.

Contraceptive Coverage in Washington State

State Attorney General Christine Gregoire recently ruled that health insurance providers, who offer coverage for prescription drugs, could not decline to offer prescription contraceptive coverage based on conscientious or religious objections. Gregoire also ruled that plans

that charge an additional amount for contraceptive coverage, beyond requirements for other prescription drugs, engage in unfair labor practices. Her rulings were in response to questions that arose from an inquiry by Sacred Heart Medical Center.

Legislative Conferences for 2003

Mark your calendars! The Washington State Council will host its annual Legislative and Employment Law conference on February 13, 2003 at the Meydenbauer Center in Bellevue. SHRM will be holding its Employment Law and Legislative Conference in Washington D.C. on March 10th through the 12th. Both of these conferences are excellent and very informative!



Cultural Competence

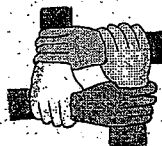
Cultural competency is a valuable professional asset. You will increase your worth to your organization with skills that enable you to promote inclusion and diversity within your workplace. However, few people understand what cultural competency entails. The *Diversity Training University International* identifies the following skill components that are characteristic of cultural competency:

- Ability to empathize with the unique perspective of different members of the organization
- Ability to listen to others, especially when cultural differences pose challenges
- Ability to notice subtle, but important, nonverbal clues
- Ability to lead people in a way that members of different groups feel supported
- Ability to know when your personal limitations interfere with your ability to interact with someone who is different
- Ability to take risks so that you can

practice intercultural skills

- Ability to see value in each and every culture to the point that learning about cultural differences becomes a way of life
- Ability to address the challenges of intercultural interactions, rather than blame people for poor interaction outcomes

The **WSHRMA Diversity Committee** recognizes that differences in language, age, culture, socio-economic status, political and religious beliefs, sexual orientation and life experience present challenging dimensions to the workplace. **We invite you** to come join this fun, high-energy group to develop your own cultural competency. Please contact Audi Ritz, Diversity Director at 478-2366 or Bryan Moore, Diversity Chair at 373-0122.



SHRM Foundation Silent Auction

WSHRMA's Contribution - Why & When

WHY: The SHRM Foundation is the research and development arm of the HR Profession which we all benefit from. All proceeds from the Silent Auction benefit the SHRM Foundation fundraising effort to continue these programs.

WHEN: The Silent Auction this year will be held in conjunction with our November conference on Wednesday, November 13. We are asking each WSHRMA member to please contribute an item for the auction. More detailed information will be sent to you via e-mail or regular mail.

Please contact Kathy Giovanni at 1-800-533-3004 (work phone). Thank you in advance.

**WEST SOUND HUMAN RESOURCE
MANAGEMENT ASSOCIATION**

PO Box 1285
Bremerton, WA 98337



WSHRMA

West Sound
Human
Resource
Management
Association

AFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

Mandy Clute
545 Fifth Street
Bremerton, WA 98337

October Meeting Announcement Inside

2002 WSHRMA Board of Directors

President

Sharon Tucker, PHR
Olympic Ambulance
(360) 415-9147
tuckerems@worldfront.com

Past President

Lois Daigle, PHR
Harrison Memorial Hospital
(360) 792-6721
loisdaigle@hnh.westsound.net

President-Elect

Annie Davis, SPHR
City of Bremerton
(360) 478-7955
adavis@ci.bremerton.wa.us

VP Membership

Deanne Hull
Art Anderson Associates
(360) 479-5600
dhull@artanderson.com

VP Programs

Belinda Price
(360) 379-5064
pricebe@dshs.wa.gov

Secretary

Keri Sieckowski, PHR
Concurrent Technology
(360) 782-5562
sieckowski@ctcgsc.org

Treasurer

Cynthia Crisp, PHR
Olympic College
(360) 475-7306
ccrisp@oc.ctc.edu

Legislative Reporter

Susan Chesbrough, PHR
Peninsula Community Health Ser-
vices
(360) 475-3709
susan@kchc.org

Education & Certification Advocate

Marie LaMarche, SPHR
The Sun
(360) 792-3330
mlaMarche@thesunlink.com

Community Liaison/Diversity Director

Audereen (Audi) Ritz, PHR
Consultant
(360) 337-1768
amritz@telebyte.com

Job Bank Coord./Publications Director

Lisa Hecker, PHR
Fred Hill Materials
(360) 779-4431 ext. 137
lisah@fredhillmaterials.com

Foundation Director

Kathy Giovanni, PHR
Sage Manufacturing Corp.
(206) 842-6608
kg@sageflyfish.com