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NOARK Human Resource Association Newsletter

Aug 2016

Issue No. 57

Dear Member,

NOARK is constantly striving to serve its membership with valuable information relating to the HR industry.

The purpose of our newsletter is to keep you updated on all activities and to direct you to

In This Issue

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YP Summit
SHRM Certification Q & A
Professional Development
FLSA Overtime Rules
BizCon

our www.noark.org website where more information and membership benefits can be found.

If you have any questions, please email info@noark.org or call [479.305.2466](tel:479.305.2466)

All the best,

NOARK Human Resources Association
Advancing the Profession
Serving the Professional

Message from 2016 NOARK President--



Greetings,

The summer is about gone. We are officially in the dog days of summer. Fall is just around the corner! And we have some awesome programs planned for the Fall. The annual Wage and Benefit Survey is completed and ready for purchase. Contact Cathleen Hoffman to obtain a company. It is a very comprehensive survey of the various businesses in our area, from manufacturing to medical and much more. This is very valuable information at a very reasonable price - you can't beat the price.

The August monthly membership will highlight compensation trends. Many of us will head into the budget planning portion of the year very soon. It is great to be armed with the latest data and trends. September has 2 big events. First, our Diversity Committee is working on a fabulous program you won't want to miss. Second, the ELLE Conference - Employment Law & Legislative Affairs Conference is another annual September event. It is held in Little Rock and features the latest updates and hot topics in employment law. Save the dates of September 15-16. The keynote speaker is Mike Aitken, who is the SHRM

NOARK Calendar of Events...
Join Club 15 Today!!!
Ask Dave...

Quick Links

NOARK Website
Professional Development

NOARK 2016 BOARD & Committee Chairs

Patti Barnes, SHRM-SCP, SPHR
President

Pat Bates, PHR, SHRM-CP
Past President

Tammie Edrington, PHR, SHRM-CP
President Elect

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Vice-President

Erin Poe
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Certification & Acting Workforce
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Robin Evans, PHR, SHRM-CP
Communications/SHRM Foundation

David Bugea, SHRM-SCP, SPHR
Diversity

Sheila Moss, SHRM-SCP, SPHR
Legislative

Sara Staley, PHR, SHRM-CP
Membership

Jean Madden
Programs

OPEN
Public Relations

Vice President of Government Affairs. I've heard him speak at a number of SHRM Conferences and events. He is engaging, interesting, and knowledgeable about the latest happenings. You can find more details about ELLE at: <http://www.arshrm.com/ella2016/>

October is our second annual "Road to Opportunity". This was so successful last October that we decided to bring it back this year. We do request that you register so that we will know how many members and guests to plan for. The usual monthly membership fee will be charged. We will have events in Siloam Springs, Rogers, and Springdale.

November is a HUGE month. For the first time we are partnering with the Rogers-Lowell Chamber of Commerce to host BIZCON/ SUPERCON. This take place on Tuesday, November 1st. Be watching for additional details next month.

Finally, it is approaching the time to elect your 2017 Board. If you have an interest in chairing a committee next year, please contact Tammie Edrington. Tammie is our President Elect and will be in charge of the nominating process.

I look forward to seeing you at these events in the upcoming months.

Regards,

Patti Barnes, 2016 NOARK President

Good News...the 2016 edition of the NOARK Wage and Benefit Survey is almost here!!!

The 2016 edition of the NOARK Wage and Benefit Survey has been published, be sure to get your copy today!


We have just completed the NOARK 2016 Wage and Benefit survey and the results were published on July 19th. If you have not obtained your copy of the survey yet and would like more information on how to purchase the 2016 NOARK survey please contact Sandy at wageandbenefits@noark.org or contact

Sandy Sullins, SHRM-SCP, SPHR
Wage & Benefits

Jeriad Gumm
Young Professional

Cathleen Hoffman, SHRM-SCP, SPHR
NOARK Chapter Administrator

Telephone: [479.305.2466](tel:479.305.2466)
PO Box 1016
Fayetteville, Arkansas 72701

 Like us on Facebook

View our profile on **LinkedIn**

Follow us on **twitter**

Thank you to our NOARK Sponsors!!!



NOARK Website Sponsor

Cathleen, NOARK Chapter Admin at [479.305.2466](tel:479.305.2466).

On behalf of the NOARK board and the Wage and Benefit Committee, I would like to thank the Johanson Group for facilitating the distribution, compilation, analysis and publication of the results with the quality of the work product at the forefront of their endeavors. We would also like to express gratitude to QualChoice for their continued support of sponsoring the NOARK Wage and Benefit Survey again in 2016. A special thanks goes to all of those that took the time to participate in the survey, we really appreciate you making the survey possible!

Finally, on behalf of the Wage and Benefit Committee I would like to thank Bruce and Blair Johanson, Principle Partners and Co-Owners of two Fayetteville, AR based companies- Johanson Group and DB Squared, LLC; Corry Hull, Employee Benefit Consultant at Legacy Capital and Jimmy Madigan, Senior Vice President of Regions Insurance for presenting the August membership program for Compensation Trends 2016-17.

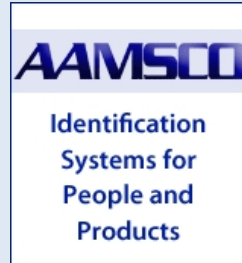
NOARK WAGE & BENEFITS SURVEY Sponsored by...



Coming this month...The Walmart Vendor Survey committee is planning to open its survey window for the 2016 edition in August with projected publication in October. If you would like more information on the 2016 Walmart Vendor Survey please Cliff Sandsmark or Cathleen, NOARK Chapter Admin.

"Ignite Your Passion"-NWA YP Summit 2016

NWA Emerging Leaders, Rotary Clubs to Host Summit--Partnership brings inaugural NWA Young Professional Summit to Rogers.



NOARK Name Badge Sponsor



**Thank you to our
vendors in the
Vendor
Directory!!!**
View the
Vendor Directory
[Here!](#)

MEET THE NOARK BOARD



NOARK to provide HR Certification.

The YP Summit is designed to empower young professionals in Northwest Arkansas with the tools to enact positive change within themselves, their companies and their community.

Donnie Smith, Tyson's Chief Executive Officer, to headline the summit and will be joined by several dynamic change makers from across the region who will be presenting during several breakout sessions targeted at emerging leaders in NWA.

[Register Today!!!](#) or call Amy Gober at [479.619.3197](tel:479.619.3197).

Cost is \$35 and includes access to all breakout sessions and lunch.



SHRM Certification Questions & Answers!

Q: When will my recertification period end?

A: Your recertification cycle begins the day you passed the exam or completed all the requirements for the Online Tutorial Pathway. Your recertification period ends on the last day of your birth month.

Example:

Took Exam - May 2015

Birth Month - July

Recertification Period = May 2015 - July 2018

Q: Amy what is your greatest HR achievement?

A: My greatest HR achievement has been the conversion to a new Human Resources Information System as part of our organization's implementation of a new enterprise system university wide. This was a years-long project that involved a team of people including several departments on campus. We converted all our payroll data to the new system, and we analyzed most of HR policies in order to implement them within the parameters of our new software. It was a great experience of learning all the ins and outs of our department in order to analyze and implement.



Thank you to Leigh Davis, DavisDelany for being our speaker last month.



Thank you to David Bugea, NOARK Diversity Chair for all your hard work this year.











present

The 2016
Employee Benefit Plan Update

Let the Games Begin

A Complimentary Employee Benefit Plan Seminar
Tuesday, August 16, 2016

AGENDA

7:30 am	Check-in, Continental Breakfast and Networking
8:00 am	Opening Ceremonies
8:05 am	Clearing the DOL and IRS Hurdles for EBPs Brandon Long, McAfee & Taft Ed Selyers, CPA, Retired IRS Auditor
9:45 am	Break
9:55 am	The Responsibility of Proper Fee Evaluation Natasha Morrison, HoganTaylor LLP Travis Whitten, CAPTRUST
10:55 am	Employee Benefit Plan Fraud Larry Hoffman, Bond Beebe
11:55 am	Closing Ceremonies
12:00 pm	Dismissed



CPAs • ADVISORS

August 16th
8:00am-12:00pm
Springdale Holiday Inn

Seating is Limited, Please Register Early
Should your availability change, please
contact Stacy Mendenhall at [918-388-2621](tel:918-388-2621)
to cancel reservations so we may open that
seat to other registrants.

www.noark.org

For more information, please visit
hogantaylor.com/ERISA-update

Please refer any questions to Stacy
Mendenhall
smendenhall@hogantaylor.com or [918-388-2621](tel:918-388-2621)

**" Reasonable Suspicion
Drug and Alcohol Testing
for Supervisor's "**

Thank you to Robin Evans, SHRM Foundation Chair. Lots of great ideas for fundraising coming out of this committee this year. Please give to the cause.



Jeremy Turley, The Payroll Company, speaking on behalf of the Rotary Club & Emerging Leaders. "Ignite Your Passion" what a great YP event coming up...you don't want to miss it.



Patti Barnes, president of NOARK with HR professionals and students in Arthur Matthews' Organizational Change class, July 28.

Friday, August 19th Courthouse Concepts will be conducting "Reasonable Suspicion Supervisor Training." This training is required as part of the Arkansas Drug Free Workplace and the Federal Department of Transportation.

Location: The training will take place at the Springdale Chamber of Commerce (BOB, Building Out Back) and seating is limited.

Time:

Session (1) 9:00am-11am

Session (2) 1:00pm-3:00pm

NOARK will be providing the HR Certification Hours for this event.

The cost of the training is \$50 per attendee.

Speaker: Keith Lawson, Courthouse Concepts, Director of Drug and Alcohol Testing.

[Register Today!!!](#)



**FLSA Overtime Rules:
Get Ready for Changes
Coming in 2016**

Presented by Arkansas State
Chamber/Associated Industries of Arkansas,
Hosted by the Fayetteville Chamber of
Commerce

Thursday, August 25 | 11 a.m. - 1 p.m. |
Hilton Garden Inn, 1325 N Palak,
Fayetteville, AR 72701

Cost is \$50 and includes a light lunch

It has been more than 10 years since the
US Department of Labor made major
changes to the Fair Labor Standards Act.
Learn now how to avoid risk and liability by
gaining a better understanding of the FLSA
overtime rules. At this seminar you will
learn:

- What the changes are;
- How and if it affects you;
- The timeline of the changes;
- The difference between exempt
employees and those eligible for
overtime.

This session will help you become aware of
these changes, how they relate to your
company and how to classify your
employees.

For more information, contact Jill Abshier at
the Fayetteville Chamber of Chamber
at jabshier@fayettevillear.com
or 479-521-1710.

[Register Today!!!](#)

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" EVOLVE "

Focused on the topics & education that HR
professionals need!!!

FREE Conference--Approved for 5 SHRM
PDC/Approved for 5 HRCI Credits

Thursday, September 1, 2016

Renaissance Tulsa Hotel & Convention
Center
6808 South 107th East Avenue, Tulsa, OK
74133

Please RSVP at : www.EVOLVEinTulsa.com

Questions? Please contact:
Mitch Sims
[405-640-1010](tel:405-640-1010)
Mitch_Sims@ultimatesoftware.com

[Register Today!!!](#)

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BizCon: The Place To Be On November 1, 2016

BizCon2016 is in the process of finalizing its speaker roster, and it's going to be great! With three tracks, supervisory/management, small business/entrepreneur, and HR, BizCon2016, the marriage of the Rogers/Lowell Area Chamber of Commerce Business Expo and NOARK SuperCon, will be a must-attend event for the fall. Registration is open at www.noark.org for this all day, jam-packed, November 1, 2016 event at the John Q Hammonds Center in Rogers. Reserve your seats early. Cost, discounts, and exhibitor/sponsor information can be found on both the NOARK and Rogers/Lowell Chamber websites.

Please email me at judithtavano@gmail.com for more info.

Judith



Questions and Answers with Brad???



Everyone...Meet Brad J. Wilson, MSS/HRM, SPHR, GPHR, CPLP, Global Markets Executive for the HR Certification Institute.

Q: What's new at HRCI?

A: HR Certification Institute® (HRCI®) is celebrating certifying 500,000+ HR professionals over the past 40 years with a special discount! Use the code HRCI40 on your application payment page to pay a reduced application fee of \$40. As an added bonus, starting November 1, 2016, all certification exams will be available on any day of the year.

NOARK Calendar of Events!!!

With the new partnership with the University of Arkansas-Global Campus and the area chambers we have several upcoming sessions with SHRM/HRCI HR

Certification Hours.

Check out the [NOARK Calendar of Events](#) for specific dates and times.

Join Club 15 Today!!!

The SHRM Foundation committee is conducting a Silent Auction in September. We are asking for donations from the NOARK members. All donations need to be received by August 29. We can pick up donated items, if needed. Please share any experience or best practices with online auctions.

To contact committee members:

- Robin Evans, [479.531.2460](tel:479.531.2460) or drevans2@juno.com
- Kim Carlson, 479.619.4280 or kcarlson3@nwacc.edu
- Meg Doyle, [703.875.9628](tel:703.875.9628) or meg.doyle1@gmail.com

"The SHRM Foundation is a nonprofit organization that helps shape the future of HR by awarding scholarships to future leaders, furthering HR research, publishing reports and briefings, producing case study DVDs, and moving thought leadership forward. All SHRM Foundation products are complimentary and their focus on furthering the HR profession and professionals is made possible by donations from sponsors, donors and chapters."

Contact [Robin Evans](#) if you are interested in joining Club 15.

The logo for the SHRM Foundation. It features the acronym "SHRM" in white capital letters inside a blue square. To the right of the square, the words "CHAPTER EVENT TO BENEFIT" are written in a smaller, blue, sans-serif font. Below this, the word "Foundation" is written in a large, dark red, serif font.



Homeland
Security

ASK DAVE THE "FORM I-9/E-Verify" EXPERT???



QUESTION: Do I need to show my employer one or two documents?

ANSWER: It depends. Some employees choose to show one document from "List A" to prove both identity and work authorization. Other employees choose to show a combination of documents - one from "List B" showing their identity and one from "List C" showing work authorization. For the complete list of documents that you can use, look at the List of Acceptable Documents.

For more information on E-Verify, visit www.dhs.gov/E-Verify, or for myE-Verify visit <http://www.uscis.gov/mye-verify>.

--Dave, USCIS, DHS

NOARK Career Center

The purpose of NOARK's Career Center is to connect qualified HR professionals with the companies who are looking for them. If you are an HR professional looking for a job in NW Arkansas, you'll find current openings here on the Job Listings page. If you need to fill a vacancy in your HR department, please visit our [Post a Job](#) page for more information.

- [Recruiter & HR Business Partner- Transplace](#)
- [Plant Human Resource Manager - Ball Corp](#)
- [Human Resource Coordinator - BVPOA](#)

Random Tidbits!!!

- When you get your new SHRM Credential please make sure you update your NOARK profile.
- New "HR News" stories posted daily on www.noark.org
- SHRM Members please go to www.shrm.org and make sure that you have designated NOARK as your chapter.
- [NOARK Committees](#) need you...get connected with one today!!!

Welcome Our Newest NOARK Members!!!

- Sarah Hundemann - Black Hills Energy
- Dawn Rodriguez - The Salvation Army
- Amanda Stephens - Springdale Country Club
- Melissa Cruise (PHR) - City of Bella Vista
- Christy Ullom -



If you need to have access to industry best practices, sample forms, policies and general HR information, timely legislative updates and the ability to ask specific HR questions, then SHRM membership is for you! You owe it to your organization...and yourself.
Join or [RENEW SHRM membership now!](#)

Northwest Arkansas Human Resources Association, Inc.
NOARK is dedicated to providing an avenue for the advancement of human resource management by offering members the opportunities and resources to improve their ability to perform in the human resource industry, the community, and, through the affiliation with the Society for Human Resource Management the nation.
[Come explore NOARK!](#)

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Cathleen Hoffman, SPHR
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