



JANUARY 2007

<http://www.ohioshrm.org/butler>

January 4th – MONTHLY MEETING

SPEAKER: Bob Pawlowski, MS, BS, Manager
 GE Fitness Center & Program Development, Corporate Health Services

COST: \$13.00 members, \$15.00 non-members

DATE: Thursday, January 4, 2007

TIME: 7:15 AM – Registration/Networking
 7:30 AM – Breakfast
 8:00 AM – Program

LOCATION: Wetherington Country Club

Directions: Take 75 to Tylersville & turn west. Go to the entrance of Wetherington Homes, which is just past Shell & Encore Café, turn right and follow to the stop at corner of Country Club Lane. Turn right at stop and follow road to left. It takes you into Country Club parking lot.

Topic: Return on Investment of Wellness Program: Show Me the \$

Do wellness programs really work? Are they a good investment? If so, how can you calculate and determine the costs/benefits of your program? This program reviews the ROI literature, looks at ROI models/calculations, provides some real-life examples and gives you practical takeaways to help you determine the return on your wellness investment.

Bob has been at TriHealth for the past 18 years, spending much of his time managing one of the largest corporate fitness centers in the country at GE Aircraft Engines Fitness Center in Cincinnati. As of late, Bob has focused on program development in the areas of population health management, absence management, and health and productivity. Bob has a Masters Degree in Exercise Science and undergraduate degrees in Psychology and Physical Education/Wellness. Bob has also acquired numerous certifications in the health and fitness field including Personal Training, Health Coaching and Sports Yoga.

Please reserve your seat by Tuesday, January 2nd by emailing Kristi Cain at kcain@amtex-lh.com or by calling (513) 933-6205.

President's Message

As we look back on 2006 accomplishments, we now need to set 2007 goals. Our January 4th meeting will help us do that for tackling health costs. Bob Pawlowski from TriHealth will discuss the return on investment of implementing wellness programs. We can pick up almost any industry magazine or newspaper and find an article on the rising cost of healthcare, wellness programs may be one piece to the puzzle of reducing these costs.

The Command Spanish program that our chapter sponsored was a great success. Feedback from participants stated "excellent tool for HR professionals" and "feel more comfortable with the language". I'm proud to announce that our chapter has received a Special Initiative Award from the State Council. This grant will enable our chapter to sponsor another class in the coming year.

We wish everyone a safe and wonderful holiday season.

Kristi Cain, President - B/WSHRM
Take Pride in how far you have come and have faith in how far you can go

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National Volunteer Blood Donor Month

This month the American Association of Blood Banks, America’s Blood Centers and American Red Cross is encouraging donors to give or pledge to give blood. January is usually a difficult month for blood centers to collect blood donations. Reasons include the holidays, poorer weather, and more illness during the winter months. A reduction in turnout can put blood inventory at a critical low. In some parts of the country, blood centers are currently on critical appeal.

SHRM Foundation Introduces New Ethics DVD

Ethics- The Fabric of Business highlights Lockheed Martin's singular approach to ethics in the workplace. Through interviews with Lockheed's senior executives, this DVD explores how Lockheed Martin creates an ethical culture of personal integrity. To request a copy of the DVD, contact the [SHRM Foundation](#).

Download the companion discussion guide and slide presentation.

The SHRM Foundation: *Investing in Your Future as an HR Leader*



LifeSpan is a 61 year old private non-profit organization offering 16 different programs to the Butler and Warren county communities. Services include individual and family counseling, credit and housing counseling, bankruptcy pre-filing counseling, school based social work, home care and guardianship. Offices are located in Hamilton, Middletown and Lebanon.

Please call 513-868-3210 or visit our website at www.lifespanohio.org

Membership Committee

The Board of Directors would like to thank everyone who participated in the new members contest last program year. Due to your participation, your Butler/Warren SHRM Chapter grew by 25%. The vitality of any organization depends on fresh ideas and new growth.

We want to once again challenge you to participate in another year of growth by inviting a new member to join our chapter. In return for a new member application, you are invited to join us at the next breakfast meeting at no cost to you. Together, we can make it happen!

January 15 - Dr. Martin Luther King, Jr. Day

First celebrated in 1986, it marks the birthday of America's most revered black leader, who campaigned unselfishly for voting rights, world peace, against racial discrimination and social justice. January 15th is Dr. Martin Luther King, Jr.'s birthday.

109th Congress Expands Health Savings Accounts in Final Days

The U.S. Congress gave final approval on Friday 12/08/06 to H.R. 6111, the "Tax Relief and Health Care Act of 2006" which included provisions expanding Health Savings Accounts (HSAs). The legislation incorporates provisions from H.R. 6134, the "Health Opportunity Patient Empowerment Act of 2006", introduced by Reps. Eric Cantor (R-VA) and Paul Ryan (R-WI), and approved on September 27, 2006 by the House Ways and Means Committee.

"HSAs are still relatively new, but we are already seeing them quickly grow in popularity in the early stages of their existence," said Ways and Means Chairman Bill Thomas (R-CA) on September 27, 2006. "The adjustments in this bill will make HSAs more attractive as Americans consider their health insurance options." The newly enacted provisions would make several improvements to the already-successful HSA program.

A summary of the provisions:

Expands Funding Sources for HSAs

Allows an employee a one-time opportunity to roll over unused funds from an existing Flexible Spending Account (FSA) and/or Health Reimbursement Arrangement (HRA) to deposit in their Health Savings Account. Under this bill, employees would have the ability to start an HSA by making a one-time tax-free transfer of FSA and HRA amounts in their accounts as of September 21, 2006 to an HSA which would belong to the employee. The transfer must be made before January 1, 2012.

Allows one-time transfers from Individual Retirement Accounts (IRAs) to Health Savings Accounts

The bill allows taxpayers to make a one-time distribution from an IRA to an HSA so HSA funds are immediately available to meet family health needs. The "roll-over" cannot exceed the HSA contribution limit for the year and is subject to the recapture taxes applicable to the part year coverage provision described below.

Expands the Annual Limits on HSA Contributions

Repeals the annual deductible limitation on HSA contributions. The bill allows individuals with HSA-qualified policies that have deductibles below the annual contribution limits (currently \$2,700 for self-only coverage and \$5,450 for family coverage) to contribute up to these maximum amounts each year. Currently, contributions are limited to the policy deductible if below the annual contribution limits.

Allows full-year contributions for part-year coverage

The bill would permit taxpayers whose HSA-qualified coverage begins mid-year to make a contribution equal to their policy deductible for the year (or the annual contribution limit, if higher (see above)). This will help people who begin their HSA-qualified coverage part way through the year and who are subject to the entire calendar-year deductible by allowing them to make a full annual contribution, rather than pro-rating their contribution for the number of months of HSA-qualified coverage. Taxpayers would be required to maintain a high deductible plan for a full year beginning in the month the HSA begins or pay tax on the contribution and a 10 percent penalty.

Additional Flexibility for Employers to Help Lower Paid Workers

Allows employers to make additional contributions for lower-paid workers. The bill provides an exception to the current "comparability rules" that require companies to make equal dollar contributions to all HSA-eligible employees with similar coverage (single or family) and work status (full-time or part-time). This provision will give employers flexibility to provide greater assistance to their lower-paid workers in the form of contributions to their HSA accounts.

Earlier Notification of Cost of Living Adjustment

Under current law, the minimum deductible and out-of-pocket limits for HSA-qualified policies, as well as the annual contribution limits are indexed for inflation. The bill requires the Secretary of the Treasury to announce adjustments to the amounts by June 1st of each year. Currently, the adjustments are not announced until November each year. Earlier notification will simplify planning decisions for insurance companies, banks, credit unions, employers, and taxpayers.

Next Meeting:

February 1, 2007

Topic: Workers' Compensation SB7
How is it affecting employers?