



THE VALUE OF THE HR/FINANCE PARTNERSHIP

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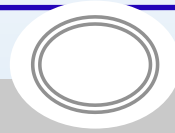
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"You can design and create, and build the most wonderful place in the world. But it takes people to make the dream a reality."

Walt Disney



RECIPES FOR SUCCESS!

The Value of Proposition of the HR / Finance Partnership

- Both HR and Finance support entire organization, work together to optimize resources and mutual goals

Areas of Collaboration

- Appreciate each other's role and gain basic understanding of areas of expertise, strengths

How to Build Rapport

- Frequent collaboration and communication



THE VALUE PROPOSITION

- Employee Benefit Management
- Retirement Management
- Timekeeping and Payroll Operations
- System Implementations



EMPLOYEE BENEFIT PROGRAMS

- Partner with Finance to ensure benefit programs are fiscally and legally sound, market competitive, and meet employee needs
- Administer benefit programs during new hire process and through annual open enrollment
- Critical to recruit and retain a talented workforce



BENEFIT MANAGEMENT

- Benefit Committee
- Benefit Consultants
- Health Care Rate models and benefit plan design
- Self Insurance Fund management

RETIREMENT PLANNING

- **Deferred Compensation Committee**
 - Fiduciary Responsibility
- **Other Post Employment Benefits**
 - OPEB Trust benefits



What Are the Odds?

Running Out of Money During Retirement
1 in 6

Sources: "Retirement Outcome Solutions," Prudential Retirement, 2010 and "Life: The Odds," George Baer, Gotham Publishing, 2003

| | |
|----------------------------------|-------------|
| Catching a MLB Game Ball | 1 in 563 |
| Getting a Hole-in-One | 1 in 5,000 |
| Finding 4-Leaf Clover on 1st Try | 1 in 10,000 |
| Bowling a Perfect Game | 1 in 11,500 |
| Winning an Academy Award | 1 in 11,500 |
| Becoming a Pro Athlete | 1 in 22,000 |
| Dating a Supermodel | 1 in 88,000 |

457(b) / 403(b) PLAN GOVERNANCE

- **Deferred Compensation Committee was formed to provide governance on defined contribution plans**
- **Committee meets quarterly to review ongoing fiduciary issues including:**
 - Rebidding provider relationships (TPA and consultant)
 - Investment Performance of the options
 - Competitiveness of program fees
 - Effectiveness of provider's communication efforts
 - Best fiduciary practices

TIMEKEEPING AND PAYROLL OPERATIONS

- Code set-up
- Flow of data
- Reconciliation



SYSTEM IMPLEMENTATIONS

- **Collaboration**
 - Steering Committee
 - Functional Requirements
 - Implementation
- **Validation**
 - Business Process Mapping
 - Go-Live
- **Communication**

BUDGET BALANCING

- **Position Control**

- Annual review of all positions

- 38 positions identified as below MRA
 - Recommended grade increases to remain competitive and enable us to recruit quality candidates
 - Pay increases provided to employees currently below new grade minimum

- **Compensation (merit, benchmark)**

- Benchmark/Pay Grade survey – a competitive analysis

- Focus on starting salaries
 - Metro Richmond comparison

- **Benefits**



QUESTIONS

THANK YOU!



Virginia Government Finance Officers' Association

POLLING QUESTIONS