

# HR

## HUMAN RESOURCE SERVICES



**GREATER  
ROCHESTER**  
Chamber of Commerce

Rochester Chamber's Human Resource Services department offers the data, information, and programs your business needs to compete in today's marketplace. We can help businesses stay up to date and in compliance with ever-changing HR laws and help you connect with other businesses.

## COMPETITIVE

### Local Surveys

**Professional/Managerial** - Over 120 positions for finance, HR, engineering, IT, marketing, purchasing, legal, sales, etc.

**Nonexempt** - Close to 95 office/clerical, finance, maintenance, technical and warehouse positions.

**Manufacturing** - Over 40 (industry specific) positions including assemblers, skilled trades and machine operators.

**Health and Human Services** - More than 50 (industry specific) nonexempt and exempt positions.

**Custom Surveys** - Using our extensive survey experience, we will design and conduct custom wage, benefit, and employee opinion surveys to meet the needs of your business.

### Research Reports

- Health Benefits Survey
- Holiday Closings Survey
- Turnover/Absenteeism Survey
- Pay Trends Survey

### National Surveys

Rochester Chamber, along with employers' associations nationwide, conducts surveys to provide employers with a national benchmark.

#### **National Executive Compensation Survey**

Results include salary and benefits data for 48 key executives plus Rochester breakout data.

**Policies & Benefits Survey** - A comprehensive survey with 300+ questions on HR policies and benefits, with both national and Rochester data. Half the survey is conducted each year.

### Consulting

For those HR projects and services we are unable to provide in-house, our network of experienced consulting professionals can help provide solutions to your HR challenges at competitive rates.

## COMPLIANT

### Member HR Helpline

Each year, the HR Services department responds to more than 1,300 requests for information and questions on a variety of topics such as state and federal employment law, employee issues, best practices, and more. Access level varies by membership level.

### ThinkHR Comply

An online HR knowledge solution included with all tiers of membership. It contains Q&As on thousands of trending HR questions, a federal + one state employee handbook builder, salary benchmarking tool, performance review tool, and job description builder, plus downloadable sample notices, forms, policies, and checklists.

### Discounted Labor Law Posters

Available through HR Partner GovDocs, members at all tiers of Rochester Chamber membership receive a 10% discount on any labor law posters. (contact Kathy or Jennifer for discount code)

### ThinkHR Learn

Members can purchase an upgrade package that includes hundreds of webinars on topics such as sexual harassment prevention (NYS compliant plus other states as well), diversity, equity and inclusion, customer service, and more. Practice questions and tests ensure successful knowledge transfer.

### Employer's Guide to NYS Labor Laws

Complimentary copy is provided in PDF format to all tiers of membership each April. The guide contains explanations of NYS labor laws in an easy-to-read format. Updated annually by Nixon Peabody LLP. *(update delayed for 2021)*

### Safety Solutions Guide

contains the tools and information needed to educate your workforce and manage your daily safety processes including - guidance, best practices, procedures, training outlines, and more.

*Please see reverse side*

## HR Networking Forums

Rochester Chamber offers four different HR forums each year, open to Corporate and Partner members. These forums connect HR professionals with peers from local member organizations to share HR best practices and discuss critical topics.

- Small Company Senior Human Resource Executive Forum
- Large Company Senior Human Resource Executive Forum
- Benefits Forum
- HR Professional Forum

## Other Meetings and Seminars

**Friday HR Briefings** - These complimentary meetings are open to all tiers of membership and feature presentations from HR consultants or attorneys, who provide information on trending human resource topics.

**Seminars** - Rochester Chamber hosts HR-specific workshops and seminars periodically with guest attorney and/or HR consultant speakers to help members get a better grasp of a topic.

## Order Form

|   | Corporate & Partner  | Business Builder   | Basic or Future Members                                    | Total \$ |
|---|--|--|--|----------|
| Professional/Managerial Annual Salary Survey  | \$245  | \$395  | \$500  |          |
| Nonexempt Annual Wage Survey  | \$245  | \$395  | \$500  |          |
| Manufacturing Annual Wage Survey  | \$245  | \$395  | \$500  |          |
| Health & Human Services Annual Wage Survey  | \$245  | \$395  | \$500  |          |
| National Executive Compensation Survey  | \$350  | \$550  | \$790  |          |
| Policies & Benefits Survey  | \$350  | \$550  | \$790  |          |
| Health Benefits Survey  | \$50   | \$75   | \$100  |          |
| Employer's Guide to NYS Labor Laws  | PDF: Free;<br>Hard copy:<br>\$10 Update<br>\$25 Full Guide | PDF: Free;<br>Hard copy:<br>\$10 Update<br>\$25 Full Guide | PDF: Free;<br>Hard copy:<br>\$10 Update<br>\$25 Full Guide |          |
| <p>Note: all surveys are emailed in PDF format; hard copy available upon request.</p> <p>Basic and non-member orders will be shipped upon receipt of payment.</p> | <p>* Shipping &amp; handling waived for PDF orders</p>     | Shipping & Handling*                                       |  | + \$8.95 |
|   |  | Subtotal   |  |          |
|   |  | NYS Sales Tax<br>(based on point of delivery)              |  |          |
|   |  | Total  |  |          |

For more information on HR services, contact Kathy Richmond, sr. director, HR services at (585) 256-4618 or via email at [Kathy.Richmond@GreaterRochesterChamber.com](mailto:Kathy.Richmond@GreaterRochesterChamber.com) or Jennifer Suppé, MSHRD, PHR, SHRM-CP sr. HR services specialist at (585) 256-4608 or [Jennifer.Suppe@GreaterRochesterChamber.com](mailto:Jennifer.Suppe@GreaterRochesterChamber.com).

Name \_\_\_\_\_ Email \_\_\_\_\_

Company \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_ County \_\_\_\_\_

Choose a payment method below:

\_\_\_ Enclosed is check # \_\_\_\_\_ made payable to Rochester Chamber

\_\_\_ Send invoice to the attention of: \_\_\_\_\_ PO# \_\_\_\_\_

\_\_\_ Credit card - we will send you a link to submit payment through our secure portal. We accept VISA, MasterCard, & Amex.