

Greater Rochester Chamber's Human Resource Services department offers the data, information, and programs your business needs to compete in today's market. We help businesses stay up to date and in compliance with state and federal labor laws and help you connect with peers at other businesses.

## Stay Competitive

Corporate and Partner members are eligible to participate in the various local and national wage & benefits surveys and automatically receive the complimentary results for any they participate in as long as membership is current. For those unable or not eligible to participate, surveys can be purchased with price based on tier. Corporate members also have free viewing access to local surveys while Partner members have viewing access to local and national surveys.

### Local Surveys

- Professional/Managerial - 125+ jobs in finance, HR, engineering, IT, marketing, purchasing, legal, sales, etc.
- Nonexempt - 90+ office/clerical, finance, maintenance, technical, and warehouse positions.
- Manufacturing - 40+ (industry-specific) positions such as assemblers, skilled trades, and machine operators.
- Health and Human Services - 50+ (industry-specific) nonexempt and exempt positions.
- Custom Surveys - We will design and conduct custom wage, benefit, DEI, and employee engagement surveys to meet the needs of your business.

### Research Reports (Greater Rochester area)

- Health Benefits Survey
- Holiday Closings Survey
- Turnover/Absenteeism Survey
- Pay Trends Survey
- Co-op/Intern Pay Survey

### National Surveys

- National Executive Compensation Survey: National and Rochester salary and perks data for 48 key executives.
- Policies & Practices: HR policies, pay practices, paid time off, recruitment, training & development, employee relations, etc.
- National Benefits Survey: Rochester & national data on health & welfare benefits, retirement benefits, and more.

### Payfactors Free

Members can access HR- and employer-sourced market data for up to 10 jobs total at no cost, with over 6,000 jobs to choose from. Discounted upgrade options available for those interested in more data.

## Stay Compliant

### HR Helpline

Members have access to objective HR expertise, guidance, and support on topics like NY state and federal wage, hour, and employment laws, employee relations issues, best practices, sample documents & policies, and more. Access level varies by membership tier at no additional cost.

### GovDocs Labor Law Posters

All membership tiers receive a 10% discount on labor law and other products. Update service available as well as electronic state and federal posters to comply with NYS law.

### Zywave HR Services Portal

An online HR knowledge solution available to all members for a nominal fee. Resources include a multi-state law comparison tool, job description builder, salary tool, total comp. statement builder, white papers, sample forms/ policies/letters, poster builder, FMLA advisor, interview question builder, ACA report builder, and more!

### Zywave Learning Management System

Members can upgrade for a nominal fee to access webinars on sexual harassment prevention compliant with NYS and all other states, plus over 150 webinars and micro-learnings on manager success, workplace violence, bullying, customer service, etc.

### Zywave Handbook Builder

Members can purchase the handbook builder for a flat fee. Both federal and multi-state policies included. Policies are updated as labor laws change. Just answer a few questions and generate a handbook that can be customized to meet your needs.

### LifeGuides

Members can provide employees with access to "Life Experience On-Demand" from a Guide they choose who has navigated the same life event. Discounted rates for members.

### Consulting

We can assist with employee handbook creation/updates, HR projects such as file review, we can assist and save you both time and money. 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 including HR assessments, pay structure creation/update, job description review, and more.

# Stay Connected

## HR Networking Forums

Greater 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 Sr. HR Executive Forum (<65 emps)
- Mid-Size Company Sr. HR Executive Forum (65-250 emps)
- Large Company Sr. HR Executive Forum (250+ emps)
- Benefits Forum
- HR Professional Forum (one in person, one virtual)

## 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 HR topics.

### Seminars

We host HR-specific workshops and seminars periodically with guest attorney and/or HR consultant speakers on hot topics that require more in depth information.

## We're here to help

To learn more about Greater Rochester Chamber's HR services or for HR Helpline assistance, contact:

### Kathy Richmond

Sr. Director, HR Services | (585) 256-4618 | Kathy.Richmond@GreaterRochesterChamber.com

### Jennifer Suppe, MSHRD, PHR, SHRM-CP

Manager, Organizational Culture and HR Services | (585) 256-4608 | Jennifer.Suppe@GreaterRochesterChamber.com

### Cindy Miller

HR Services Partner | (585) 256-4606 | Cindy.Miller@GreaterRochesterChamber.com

To order one or more surveys, please complete and return the form below by email to one of the above contacts.

## Order Form

Format: ___ PDF ___ Hard copy	Partner	Corporate	Business Builder	Basic or Non-Members	Total \$
Professional/Managerial Salary Survey	\$225	\$245	\$350	\$450	
Nonexempt Wage Survey	\$225	\$245	\$350	\$450	
Manufacturing Wage Survey	\$225	\$245	\$350	\$450	
Health & Human Services Annual Wage Survey	\$225	\$245	\$350	\$450	
Research Reports – Bundle (see pg. 1 for list)	Free	Free	\$75	\$100	
National Executive Compensation Survey	\$275	\$295	\$400	\$500	
Local/National Benefits Survey**	\$275	\$295	\$400	\$500	
Local/National Policies & Practices Survey**	\$275	\$295	\$400	\$500	
<b>** part of former Policies &amp; Benefits</b>  Note: all surveys are emailed in PDF format; hard copy available upon request  All member and non-member orders will be emailed/shipped upon receipt of payment.	<b>* Shipping &amp; handling waived for PDF orders</b>		Shipping & Handling*	\$8.95	
			Subtotal		
			NYS + County Sales Tax (based on delivery address)		
			Total		

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

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

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

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

All invoices include a secure link to pay by credit card. We accept VISA, MasterCard, & Amex.