



# HR Services

Greater 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** - We will design and conduct custom wage, benefit, and employee engagement surveys to meet the needs of your business.

### Research Reports

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

### National Surveys

#### National Executive Compensation Survey

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

#### Policies & Benefits/Practices Survey

A comprehensive survey with questions on HR policies, benefits and practices, with both national and Rochester data.

### Payfactors Free

Members get HR- and employer-sourced market data for up to 50 jobs for free, with over 6,000 jobs to choose from. Discounted upgrade options available.

### 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

### HR Helpline

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

### GovDocs Labor Law Posters

Members at all tiers of membership receive a 10% discount on labor law and other products. Update service available as well as electronic posters to share with remote workers.

### Mineral\* Compliance

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.

### Mineral\* Learn

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

*\*formerly Mammoth and ThinkHR*

### Four Points Wellness

Members can offer supplemental insurances to employees, which are paid for with tax savings earned from participating in a few wellness activities, i.e. no change to their take home pay. Employer FICA savings averages \$500 per employee per year.

### 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 are available to members.

# 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 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** - Greater Rochester Chamber hosts HR-specific workshops and seminars periodically with guest attorney and/or HR consultant speakers on hot topics that require more detailed information and clarification.

For more information on HR services or for HR Helpline assistance, contact:

Kathy Richmond, Sr. Director, HR Services at (585) 256-4618 or email at [Kathy.Richmond@GreaterRochesterChamber.com](mailto:Kathy.Richmond@GreaterRochesterChamber.com)  
 Jennifer Suppé, MSHRD, PHR, SHRM-CP, Sr. HR Services Specialist at (585) 256-4608 or [Jennifer.Suppe@GreaterRochesterChamber.com](mailto:Jennifer.Suppe@GreaterRochesterChamber.com)  
 Fernán Cepero, PHR, SHRM-CP, HR Services Partner at (585) 256-4606 or [Fernan.Cepero@GreaterRochesterChamber.com](mailto:Fernan.Cepero@GreaterRochesterChamber.com)

For survey orders, please complete and return the form below by email to Kathy or Jennifer, or mail to: Greater Rochester Chamber Survey Orders, 150 State St., Suite 400, Rochester, NY, 14614.

## 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		
Policies & Practices Survey	\$350	\$550	\$790		
Health Benefits Survey	Free	\$75	\$100		
<p>Note: all surveys are emailed in PDF format; hard copy available upon request.</p> <p>Basic and future 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 (based on point of delivery)			
		Total			

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

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

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

Choose a payment method below:

\_\_\_\_ Enclosed is check # \_\_\_\_\_ made payable to Greater 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.

