MANAGING YOUR MOST VALUABLE RESOURCE
WHY FOCUS ON HUMAN RESOURCES?

- Strategic Partners
- Return on Investment
- Liability Protection
- Recruitment
- Policy Creation
- Benefits Administration
- Training & Development
- Savings/Profit Center
CHERI SALE
SPHR

THE SAVANNAH
AREA CHAPTER OF
SHRM
“BUILDING BRIDGES TOGETHER”
WHAT IS EMPLOYEE ENGAGEMENT?

“Building Bridges Together”
Googleliness
What Is Employee Engagement?

It is the MUTUAL commitment between the Company and the Employee
What does an Engaged Employee Look Like?

<table>
<thead>
<tr>
<th>Satisfied Employees ...</th>
<th>Engaged Employees ..</th>
</tr>
</thead>
<tbody>
<tr>
<td>Are there to <strong>GET</strong></td>
<td>Are there to <strong>GIVE</strong></td>
</tr>
<tr>
<td>Are there to do their job</td>
<td>Are there to do their job <em>above and beyond</em></td>
</tr>
<tr>
<td>Making themselves successful</td>
<td>Making themselves <strong>AND</strong> the company successful</td>
</tr>
<tr>
<td>Personal Commitment</td>
<td><strong>Mutual</strong> Commitment</td>
</tr>
</tbody>
</table>
Employee Engagement can also be defined as:

Unlocking employee potential to drive High Performance
Employee Engagement can also be defined as:

the capturing of DISCRETIONARY EFFORT
DISCRETIONARY EFFORT

Is the above and beyond effort people give if they are engaged”
Above and Beyond Effort
"The value of our plans, the breadth of our coverage, the reliability of our network, and the quality of our service are meant to do one thing: help you stick together with the people who make your life come alive. That’s why we’re here.”
Employee Engagement

Is about capturing your employees’ heads
And their
Highly Engaged Employees are 480% more committed to make your company succeed!
Highly Engaged Employees are **250%** more likely to recommend innovations.
So ...

What happens when your employees are NOT engaged?
Employees Leave

While there are many intangible and untracked costs, some estimate the cost to be around 213% of the separated person’s annual salary!!!
What does the company lose?

- Loss of productivity
- Overtime
- Knowledge and skills
- New hire costs (advertising)
- Time spent interviewing
- Onboarding / Orientation
- Training skill sets/company culture
- Departmental productivity
- Lost customers
What causes employees to be disengaged?
Disengaged Managers are $3 \times$ more likely to have disengaged employees!
Bad Managers are creating active disengagement costing the U.S. alone an estimated $450 Billion Annually!
Interesting Fact:
35% of U.S. workers said
they would willingly forgo a substantial pay raise
to see their direct supervisor FIRED!
7 out of 10 employees are actively disengaged or disengaged.
Leaders are starting to pay attention.

Many savvy executives recognize that disengaged employees are among the biggest threats to their businesses.
EMPLOYEE ENGAGEMENT IS OWNERSHIP!
So what is the **#1** way to boost employee engagement?

Trust in management!
Top ways leaders build Trust

1. Care about Employees
2. Have Integrity
3. Demonstrate Competence
Train your supervisors

- Expect and cultivate your supervisors to engage their employees as well. This is a top to bottom endeavor.
- Weed out your underperformers and reward your best performers.
- Recognition, recognition, recognition!
Most Importantly ...
It’s worth the emphasis.
Also: Purpose and Values

It’s no just **what** you do, It’s **why** you do it!

*Employees become engaged when they know why they are doing something and what their contributions do for the company and community!*
TO OBTAIN ENGAGEMENT
REMEMBER THESE 4 THINGS

- Input
- Involve
- Interact
- Improve
Employee Engagement can re-energize your business and propel it into the future!

You can’t do it alone.

Ask for Input, Involve your employees, Interact with them and get feedback and Improve your business!!!
Thank you!

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Emergency Preparedness
Workplace Disaster

Edwin Myrick, Director
Emergency Management
912-754-8200 Office

eema@effinghamcounty.org

SMS Text Alerts: Text follow.effinghamema to 40404 to sign up!
On average, over 70% of companies who lose their computer systems and data in a disaster go out of business within 18 months.
Passenger was ejected from seat and fell 75 feet before hitting a metal beam.
Scenes from West Virginia's water crisis
SMS Text Alerts: Text follow effinghamema to 40404
Exercise those Plans!
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<tr>
<th>Application to Employer</th>
<th>ADA</th>
<th>FMLA</th>
<th>GA, WORKERS’ COMPENSATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-requisites for Employee Coverage</td>
<td>Employee who can perform essential job functions with or without reasonable accommodation</td>
<td>50 or more employees within 75 miles of employee's worksite; worked one year + 1,250 hours in previous year for employer</td>
<td>Employee status</td>
</tr>
<tr>
<td>Triggering Health</td>
<td>&quot;Disability:&quot; physical or mental impairment which substantially limits major life activity; record of such impairment; regarded as having such impairment.</td>
<td>&quot;Serious Health Condition:&quot; involving 1) inpatient care; or 2) continuing treatment by healthcare provider - incapacity for over 3 days and at least 2 treatments; pregnancy or prenatal care; or permanent or long-term illness</td>
<td>Injury arising out of and in the course of employment</td>
</tr>
<tr>
<td>Employee Notice</td>
<td>Employer must know of disability</td>
<td>30 days notice if foreseeable, otherwise as practicable</td>
<td>Must report within 30 days per statute - liberally interpreted, e.g., absence from work may serve as notice</td>
</tr>
<tr>
<td>Ability to Work</td>
<td>Must be able to perform essential job duties</td>
<td>Unable to perform job</td>
<td>Covered irrespective of ability to work - i.e., medical benefits</td>
</tr>
<tr>
<td>Part-time / Leave</td>
<td>May be required as part of reasonable accommodation</td>
<td>Intermittent/reduced leave available for serious health condition of employee or employee's family member if necessary</td>
<td>TPD benefits available</td>
</tr>
<tr>
<td>Paid Leave</td>
<td>Not required</td>
<td>Not required, but paid sick, vacation or disability leave may be substituted unless workers' comp benefits received</td>
<td>Paid - TPD or TTD benefits</td>
</tr>
<tr>
<td>Length of Leave</td>
<td>Depends on undue hardship to employer</td>
<td>Up to 12 weeks in 12 month period</td>
<td>Until able to prove return to gainful employment or availability of suitable employment</td>
</tr>
<tr>
<td>Light Duty</td>
<td>Not required to create; may be required to provide as reasonable accommodation depending on availability</td>
<td>Cannot require, but may offer</td>
<td>Not required; may decrease or eliminate benefits with suitable light duty job</td>
</tr>
<tr>
<td>Doctor's Note</td>
<td>May be used to prove disability and determine accommodations needed to perform essential job functions</td>
<td>Medical certification can be required; recertification can be required for leave over 30 days</td>
<td>Employee has no right to confidentiality; employer can obtain medical records</td>
</tr>
<tr>
<td>Anti-Retaliation Provision</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Job Protection</td>
<td>May be necessary if preserving job is reasonable accommodation without causing undue hardship</td>
<td>Employer must provide returning employee with same or substantially similar position; key employee exception</td>
<td>None</td>
</tr>
<tr>
<td>Health Insurance Benefits During Absence</td>
<td>Reasonable accommodation without undue hardship may require maintaining employee benefits</td>
<td>Employee required to pay their portion of premiums; employer must reinstate health benefits at time of return</td>
<td>Not Required</td>
</tr>
<tr>
<td>Remedies</td>
<td>Reinstatement, back pay, comp and punitive damages subject to caps depending on employer's size, attorney's fees</td>
<td>Reinstatement, back pay, liquidated (double) damages if violation was willful, attorney's fees</td>
<td>Medical benefits, temporary partial disability benefits, temporary total disability benefits; permanent partial disability benefits, attorney's fees, penalties</td>
</tr>
</tbody>
</table>
REBECCA SCZEPANSKI
ATTORNEY

GINI NICHOLS
AIFA® - FINANCIAL ADVISOR
THANK YOU!