



AMERICAN COUNCIL OF ENGINEERING COMPANIES
of Ohio

Human Resources Forum

Tuesday, September 25, 2018

10:00AM-1:00PM

ACEC Ohio Office: 1650 Lake Shore Dr., Ste. 200, Columbus, OH 43204

- A. Introduction of ACEC Ohio – **Beth Easterday, President of ACEC Ohio**
- B. Introduction of Facilitators – **Sharon DeLay, GO-HR**
- C. Introduction of Attendees/ Ice Breaker

TOPICS FOR DISCUSSION

- 1. Salary & Fringe Benefits Survey sent out & due back 9/28– ACEC Ohio
- 2. ACEC Ohio HR Forum Survey Results
- 3. Compensation Trends
- 4. Benefits
- 5. Recruiting
 - a. Recruiters
 - b. How to Identify Top Talent
- 6. Retention
 - a. Reward and Recognition
 - b. Team Building Events
 - c. Keeping Employees Engaged
- 7. Risk Management – what does this entail in your mind?
 - a. Conflict Resolution
 - b. Safety Emergency
 - c. Insurance
- 8. Policies and Procedures
 - a. Different Types of Leave of Absences
 - b. Mileage Reimbursements
- 9. Flexible Working Conditions
 - a. Working from Home
 - b. 4 Day Work Week (10-hour days)
- 10. What is Important to Younger Generations
 - a. How much are employees moving around