



# HR Insights and Trends

## Building a Smarter Workforce

Each month our experts will be covering a wide array of topics. We are happy to have you as a member of our community and hope you enjoy reading the articles below; if you would like to see something specific, don't hesitate to reach out!

### In Case You Missed It

#### Sally McKenzie Named Partner!

We are pleased to announce that Sally McKenzie has been named a partner of Hickok & Boardman Financial Planning & HR Intelligence. A graduate of Louisiana State University, Sally has been with H&B since 1999 and in that time has had increasingly responsible roles while always demonstrating an unwavering commitment to her clients, our firm and the Vermont community. In her tenure with our firm, Sally's breadth of knowledge and experience has expanded beyond benefits allowing her to support her clients' needs in the areas of compliance, wellness and voluntary benefits. She is a leader in the employee benefits industry and a role model to others in her service to clients.

Please [click here](#) to read her full bio.

Hickok & Boardman's HR Intelligence team offers a Strategic HR Services

### Wellness & Cost Containment

#### *Price Transparency - Encouraging Your Employees to be Better Health Care Consumers*

Pricing can vary greatly, sometimes by thousands of dollars. Consider the information in the chart below which compares pricing differences for some common procedures within a particular employer's geographic area:

[Read More](#)



### HR Compliance & Payroll Services

#### *Penalties! Penalties! The IRS is Now Sending ACA Penalty Letters!*



On November 2nd the IRS issued updated Q&A's 55-58 with information on the ESR reporting, indicating by the end of 2017, they would begin sending letters to employers on their potential

liabilities. The determination will be based on the information that employers reported on the 1095C and 1094C forms, and on the employee's individual tax return.

[Read More](#)

### Strategic HR Services

#### *Increase Your Bandwidth*

The HR function within an organization can take many shapes and sizes. From providing tactical day-to-day administrative support, such as processing payroll and benefits enrollment, filing



“Hotline” for organizations to contract for a set number of hours to use as-needed for projects and as a back-up HR Business Partner service. Contact Karin Tierney at [ktierney@hbhriq.com](mailto:ktierney@hbhriq.com) for more information.

We would like to thank everyone who participated in the HR Services survey we conducted a couple of months ago. Congratulations to the winner of the complimentary pass to our upcoming HR Games Conference happening this June - Penny Perry!

## Client Testimonials

"Thank you, once again. I very much appreciate the wonderful customer service you have provided to me."

workers' compensation claims and posting job ads, to a more strategic focus on an overall talent management system, including workforce planning and implementation of workforce engagement initiatives

[Read More](#)

## Employee Benefits



### *Is Your Paid Time Off Policy Working?*

While unlimited vacation policies are drawing a lot of attention, only 2% of companies actually have such a policy according to SHRM. Those that do offer one say it helps in both recruiting and retaining employees.

[Read More](#)

## HR Technology

### *The Great Divide*

The kind of technology your organization uses can say a lot about your company. From one viewpoint, it may be more cost-effective not to purchase the latest and greatest, but it's worthwhile to ponder what alternate message that might send, both internally and externally.



[Read More](#)

Looking to kick off **2018** with new **strategic HR initiatives** to retain key talent but aren't sure where to start? Take advantage of **1 free hour** of consulting with our Strategic HR Services practice lead, Karin Tierney. Contact Karin at [ktierney@hbhriq.com](mailto:ktierney@hbhriq.com) to set up a time to talk.

## Upcoming Events

### HRIQ Seminar Workshops:

**January 24th** Penalties! Penalties! The IRS is Now Sending ACA Penalty Letters!

[Read More/Register](#)

**February 28th** Managing Difficult Conversations in the Workplace

[Read More/Register](#)

**March 21st** The Looming Liability of Target Date Funds

[Read More/Register](#)

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## Recent Blogs

[EEOC Relooks Wellness Regulations - New Guidance Expected in Fall 2019](#)

[Court Vacates EEOC's Wellness Program Incentives Rules Effective January 1, 2019](#)



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