

Medical Match

Direct Hire and Contract Staffing



January 2012 *An excellent Colorado resource for experienced medical staff* 303-980-1000

COLORADO MINIMUM WAGE RATES FOR 2012

7.64/hr. is the minimum wage for most employees in Colorado with exceptions.

* If under age 18 or a trainee under age 20, the minimum wage is **\$4.25/hr.** for the first 90 days of employment.

* Tipped minimum wage is **\$4.62 but must earn at least \$7.64/hr.** including tips every hour.

* If a full-time high school or college student and part-time worker, pay may be **\$6.49/hr.** for up to 20 hours of work for certain employers

SOCIAL MEDIA POLICY

HR Knowledge authored by Jeff Garr from The Integrated Solution, presents articles on human resources and benefits. Using Social Media at work is a current hot topic. All companies should adopt a Social Media Policy and have every employee sign a copy of the rules.

The company policy should remind employees that **Social Networking Sites are a public forum** and that there is no entitlement of privacy. While on the job employees are expected to work on company related business. Therefore, **posting any information about the company on company time is prohibited and enforced**, subject to disciplinary action up to and including termination. Inform your staff that sites will be monitored randomly, and actions will be taken if violations of the policy are identified.

IRS 2012 STANDARD MILEAGE RATES

Beginning Jan. 1, 2012, the standard mileage rates for a car, van, pickup, or panel truck can be used to figure the deductible costs of vehicles for business, charitable, medical or moving purposes.

- 55.5 cents per mile for business miles driven
- 23 cents per mile driven for medical or moving purposes
- 14 cents per mile driven in service of charitable organizations

Taxpayers always have the option of calculating the actual costs of using their vehicles rather than using the standard mileage rates. *Details: Rev.Proc.2010-51* www.irs.gov.

PURPOSEFUL MOTIVATION

Several years ago, a California aerospace company hired a motivational consultant to examine and stimulate its work force. The consultant discovered one department where production and performance, attendance, and morale were very high. This group maintained a strict tolerance of temperature and pressures in the plant's pipes.

When the foreman took him on a tour, he noticed all the workers wore green surgical smocks. The manager explained that his son, a cardiovascular surgeon, gave them to him. "We don't wear them for comfort; we wear them because we are surgeons, like my son. He takes care of the pipes in the body; we take care of the pipes in the plant. The plant isn't going to have any breakdowns as long as we are working on its arteries. It was then that the consultant noticed the stencils on the workers' lockers, which said, "Dr." before each name. *The One Minute Motivator* *Duncan King, Rebecca Clark*