

The Official Newsletter of HR Tampa

Measuring HR: What's the ROI?

**August 26th, 2009
Meeting Sponsor**



**September 16, 2009
Meeting
HR TAMPA EXPO!!!
Register online today!**



Ron Hamilton
Consultant, Practical HR Solutions



Trying to establish the contribution that HR makes to the bottom line can be tricky. It involves linking HR activities to the business strategy and operational plans. To excel as an HR leader, it's essential that you understand the ways in which your HR goals can be aligned with your business' objectives. This presentation will introduce activity-driven metrics and value-driven metrics that help measure the ROI for HR.

Location: Centre Club

123 S. Westshore Blvd

Tampa, FL 33609

Date: August 26, 2009

Time: 5:30 p.m. – 8:00 p.m.

[Back to Table of Contents](#)

HR Tampa can now be found on Facebook and LinkedIn. Just search for HR Tampa. However, you must be a HR Tampa member to join.

facebook

LinkedIn



Table of Contents

Measuring HR:What's the ROI?	1
August HR Tampa Meeting Speaker Bio	3
HR Tampa July Meeting - Photos.....	3
Are Y ou a Target? OSHA's 2009 Site-Specific Targeting Plan	4
HR Certification Institute Update.....	5
Newly Certified	5
PHR/SPHR Crash Course	5
College Relations	6
Membership.....	6
HR News	7
Expo Sponsorship Packages.....	8
HR Tampa Expo Invite.....	9
2009 "Spotlight Meeting Sponsors".....	10
New Members.....	11
Job Postings.....	12
Board of Directors	12
The HRTampa Newsletter.....	12

Ron Hamilton, a consultant, business owner, college instructor and a former executive for a Fortune 500 company, is a dynamic presenter combining real world critical business issues in management/Human Resources with his passion for leadership and training. He specializes in talent acquisition/management, leadership development and Human Resources issues.

Prior to starting his consulting practice in 1996, Ron served in Senior Management capacities at CoreStates Financial. He was Vice President and Director of Human Resources at CoreStates New Jersey National Bank and Vice President and Director of Human Resources Services at CoreStates Financial Corp. in Philadelphia.

Ron has acted as a consultant, conducted training programs and delivered dynamic presentations for large and small organizations throughout the United States, Canada, Mexico and England. His clients range from Fortune 100 companies to “start-ups” in a variety of industries, including technology, financial services, healthcare, consumer services and non-profits.

Ron earned his M.S. in Organizational Dynamics from the University of Pennsylvania. He is an Associate Professor at Webster University teaching graduate courses in Management and Human Resources, and is an author and speaker on a variety of HR and management subjects.

Visit Ron's web site at www.practicalhrsolutions.com

[Back to Table of Contents](#)

HR Tampa July Meeting - Photos



[Back to Table of Contents](#)



David P. Steffen, Esq.
Constangy, Brooks & Smith, LLP
HR Tampa Member

Are You A Target? OSHA's 2009 Site-Specific Targeting Plan

While many of the proposed changes that impact our companies' interactions with our employees have received a significant amount of publicity, some matters have quietly been announced with little or no fanfare. One proposed change that has largely gone unnoticed is the Occupational Safety and Health Administration's

announcement on July 20, 2009, regarding its new Site-Specific Targeting (SST) Plan for General Industry worksites with 40 or more employees.

The SST Plan is designed to serve as OSHA's primary tool for targeting employers with high numbers of serious injuries and illnesses for on-site inspections. This Plan does not apply to construction worksites or to states with their own state OSHA agency (Florida does not have its own OSHA agency).

The 2009 SST Plan is based on employers' OSHA 300 Logs and the OSHA 300A Annual Summary information for calendar year 2007. For the first time, the SST Plan will use different selection criteria for inclusion in the targeted inspection lists depending on whether an establishment is (1) a manufacturing facility, (2) a non-manufacturing facility, or (3) a nursing or personal care facility.

The **Primary Inspection** lists are based on the following: Days Away, Restricted, or Transferred (DART) or Days Away from Work Injury and Illness (DAFWII) rates:

- (1) Manufacturing Facilities DART rate at or above 8.0 or DAFWII rate at or above 6.0
- (2) Non-Manufacturing Facilities DART rate at or above 15.0 or DAFWII rate at or above 13.0
- (3) Nursing or Personal Care Facilities (SIC Code 805) DART rate at or above 17.0 or DAFWII rate at or above 14.0

In addition, a random sampling of establishments that failed to provide rate information when asked to do so by OSHA in 2008 will be inspected as part of the 2009 SST inspections.

- (1) Manufacturing Facilities DART rate > 6.0 but < 8.0 or DAFWII rate > 4.0 but < 6.0
- (2) Non-Manufacturing Facilities DART rate > 6.0 but < 15.0 or DAFWII rate > 4.0 but < 13.0
- (3) Nursing or Personal Care Facilities DART rate > 15.0 but < 17.0 or DAFWII rate > 11.0 but < 14.0

It is anticipated that all establishments on an Area Office's Primary Inspection List will be inspected unless:

1. Within 36 months of the creation of the current inspection cycle, an establishment received a comprehensive *safety* inspection (counting from the opening conference date), or a Nursing or Personal Care Facility had an inspection that focused on ergonomic stressors relating to resident handling, exposure to bloodborne pathogens or tuberculosis, and slips, trips, and falls.
2. Approved participants in the Voluntary Protection Programs (VPP) will be deleted from the inspection list.
3. An establishment in the OSHA Consultation Safety and Health Achievement Recognition Program (SHARP) may be deleted from the inspection list for a period of time established by the On-Site Consultation Project and approved by the Regional Administrator.
4. An establishment that is participating in an OSHA Strategic Partnership may be deleted. Inspections conducted under the 2009 SST Plan will be comprehensive safety inspections.

Health inspections under this Plan will be conducted only if a Compliance Officer makes a referral or an Area Director makes such a recommendation based on the prior inspection history of the employer. Nursing and Personal Care facilities will have focused inspections as described in indented paragraph No. 1 above.

If you would like to learn more about the plan or have simply finished your summer book list and are looking for a little light reading in these last few weeks of the summer, you can access the 51 page SST Plan through OSHA's website at:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=DIRECTIVES&p_id=4002

As always, if you have any questions about this plan or any other employment law matter, please feel free ask at our next chapter meeting.

A Day in the Belt Way

Two of our HR Tampa members will go to Washington, D.C. to let our elected officials know how their actions affect us on a day-to-day basis. They will meet with SHRM's Government Relations staff and will receive a crash course on how to lobby our elected officials along with talking points on the most pressing employment issues. After attending SHRM's headquarters, they will travel to Capitol Hill and meet with our representatives and/or their staffs. Interested HR Tampa members sent in their names for consideration.

More details about the trip and who the lucky winners are will be announced.



DeVry University



PHR/SPHR Study Group

Classes begin on Thursday,
August 27th at 6:00 – 8:00 PM. Please register online.

Location: DeVry University - Tampa East Campus
6700 Lakeview Center Drive,
Suite 150, Tampa, FL 33619
Phone Number: 813.664.4260

The Fall 2009 Study Group is scheduled to begin on August 27, and run through November 19, 2009.

HRTampa, a 100% SHRM chapter, sponsors a study group as a benefit for all interested members who wish to explore the advantages of certification through the Human Resource Certification Institute.

The study group provides an informal setting to review and discuss study material and practice test taking. The study group meets 2 hours weekly for twelve weeks.

The study group is open to HRTampa and student members at no charge. Non-members will be charged \$300.00. This fee is non-refundable and must be paid in advance.

We will be utilizing the “Human Resource Certification Program” (HRCPP). The program may be ordered through HRTampa at a discount for \$230.00, payable by check or money order only. We are not able to accept credit cards at this time.

[Back to Table of Contents](#)

PHR/SPHR Crash Course

Date: Saturday, November 21, 2009

Time: 9AM - 1PM

**New Location: DeVry University -
Tampa East Campus
6700 Lakeview Center Drive, Suite 150
Tampa, FL 33619**

**Registration Deadline:
Wednesday, November 18, 2009**

[Back to Table of Contents](#)

Newly Certified Human Resource Professionals

Anna Swiger, SPHR
no photo available

[Back to Table of Contents](#)

What does your company's budget look like this year? Find yourself needing additional help, but hiring a full-time employee is just not practical?

The HR Tampa Student Chapter has several viable candidates for internships and we are now seeking several host organizations (that's YOU!) in need of some amazing talent to help you with HR-related projects or to fill a void on a temporary basis.

Interns can be an answer to your struggles during these economic times when staffing is being curtailed, but workloads are ever increasing. An intern is one who works in a temporary position with an emphasis on on-the-job training rather than merely employment. They have a vested interest in doing well! Student members seeking internships are comprised of traditional students, adult learners returning for a BA, M.A., or PhD, or students continuing their education and/or changing career fields. Many have a great deal of experience from other areas, but not necessarily from the HR arena - but these years of experience and their professionalism bring definite value to the table.

Internships are generally ten weeks in length with a minimum of ten hours per week; however, time span and hours can be tailored to your individual needs. We have some students who have worked internships for longer and shorter periods of time, depending upon the needs of the host organization. Please consider an internship for your organization the next time you need some extra help or a project that needs to be completed.

For more details, contact Toni Mayros, Director of College Relations, tmayros@gmail.com.

[Back to Table of Contents](#)

**HR Tampa Membership
has increased by 13% -
Way To Go!!!!**

Membership

We are currently cleaning up our database information and determined that approximately 20 – 25 of our members are not currently SHRM Members.

Our chapter is a 100% chapter, which means each of our members MUST be a member of the National SHRM. Our chapter receives additional quarterly funding from the SHRM Chapter Financial Support Program for each member who joins our chapter. This allows us to bring a higher quality of events and services to our members. Annual dues for the National SHRM membership are approximately \$160. National SHRM regularly has \$145 dues specials for first-time members. You can complete your membership application with SHRM on-line and automatically receive a membership number.

Please designate HR Tampa as your local chapter when joining SHRM.

[Back to Table of Contents](#)

HR FLORIDA 2009 CONFERENCE

The HR Florida 2009 conference will be held
August 16-19 at Orlando's Rosen Shingle Creek Resort.

HR Florida 2009 has been approved for 13.50 Total HRCI Recertification Credits.
Strategic Management Credits – 11.50
Strategic or International Credit – 2.0
International Credits – 4.0.

For additional information, please visit www.hrflorida.org.

HOTEL INFORMATION & PRICING

The Rosen Shingle Creek has 1,500 luxury guest rooms and suites. The HR Florida 2009 room rate is \$130/night which includes self-parking. Valet parking is also available at an additional cost. All rooms are subject to a 12.5% lodging tax. Make your reservations early.

RESERVATIONS: Call the Rosen directly at 866-996-6338 and indicate you are with the HR Florida Conference

ANNUAL RAFFLE

...for The SHRM Foundation is a 501 (C) (3) nonprofit affiliate of the Society for Human Resource Management (SHRM). The Foundation is a legally separate organization and is not funded by SHRM membership dues.

The mission of the SHRM Foundation is to maximize the impact of the HR profession on organizational decision-making and performance by promoting innovation, education, research, and the use of research-based knowledge.

Prizes are:

- 37 inch flat screen television
- \$200 Visa Gift Card
- I-phone

1 ticket = \$1
5 tickets = \$3
8 tickets = \$6
12 tickets = \$10

This raffle is not limited to HR Tampa members. Raffle open to ALL individuals. (Need not be present to win)

2009 HR Tampa Expo You Can Make the Difference

Save the Date!!

Wednesday, September 16, 2009 • A LA CARTE EVENT PAVILION

Platinum Sponsor - SOLD



Silver Sponsors - SOLD



(2) Gold Sponsors - \$2500

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officers thanking company
- Two (2) full Conference Registrations including lunch
- Breakfast or afternoon break table-top signage acknowledgement
- Logo in Tampa Tribune Conference advertisement
- Logo on all major HR Tampa Conference mailings
- Logo displayed in on-site conference program
- 1/2 page ad in HR Tampa E-Newsletter
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for two staff members
- Ribbon identifying sponsorship level at booth

Only 4 Bronze Sponsorships left!

(20) Bronze Sponsor - \$900

- One (1) booth in expo hall
- Business Card ad in on-site program
- Description of company and products/services (up to 40 words) included in on-site conference program
- Post conference participant and vendor lists
- Sponsorship ribbons for two staff members
- Two conference lunches provided

**Sponsorship Information, contact our
Non-Revenue Director: Chris Greene • Shaker
Recruitment Advertising & Communications
813-289-7347 • chris.greene@shaker.com**

Sponsorship Cancellation Policy

Due to time, printing and budget constraints, it is the policy of HR Tampa to disallow sponsorship cancellations.

HR Tampa Cancellation Policy

In the event of unpreventable circumstances, e.g. hurricanes or other occurrences beyond our control, HR Tampa will work with event sponsors to either reschedule the sponsored event or arrange for a refund. This is the only circumstance under which a sponsorship refund may be made available.

Registration for the HR Tampa Expo on Wednesday, September 16 is now open!

Please note that you do not have to be a member to attend the Expo. Anyone who may be responsible for HR policy and procedures or needs to receive HRCI Recertification Credits is welcome to attend the Expo. The cost of the Expo is as follows:

Premium Members: no cost (included in membership)

Basic Members: \$75 (\$65 if registered by 8/31/09)

Non-Members: \$125 (\$115 if registered by 8/31/09)

Non-Members who wish to join HR Tampa: \$135
(cost includes Basic membership for September, October, November, December and seminar fee - a \$200 value)

Affiliate Members: \$100 (\$80 if registered by 8/31/09)

[Back to Table of Contents](#)

YOU CAN MAKE THE DIFFERENCE

Every HR professional can make a major difference in their workplace and within their circle of influence. By building and encouraging entrepreneurial and optimistic attitudes, sharpening your own knowledge and skills, supporting others in their efforts to grow, and playing an active role as a strategic partner in your company's accomplishments, you can help transform negativity into a positive environment ripe for success.

Register NOW for great DISCOUNTED RATES!

Wednesday, September 16, 2009

7:30 a.m. – 4:15 p.m.

Registration begins at 7:30 a.m.

A LA CARTE EVENT PAVILION

4050 Dana Shores Drive, Tampa

Opening Speaker

Kathy Potts, Owner • Oncore Performance Group, LLC
Change Reactions: The Art of Taking Ownership in HR

Morning and Afternoon Breakout Sessions

Ignacio Garcia, Esq. • Ogletree Deakins • Wage and Hour Issues in the Current Economy

Alison Engelsman, Sr. Strategist

Shaker Recruitment Advertising & Communications

Social Networking: Cutting through the Noise - Simplifying & Socializing

David Steffen, Esq. • Constangy Brooks & Smith, LLC

Stormy Weather or Calm Seas? Legislative Forecast for Human Resource Professionals

Gina Potito, Anchor Consultant & Tony Gain, National Account Manager • DBM
Global HR Best Practices

Closing Speaker

Loren O. Murfield, Ph.D., CEO and President • Murfield International, Inc.
Making THE Difference by Helping Employees Unleash the Ultimate Entrepreneurial Attitude

**This program is pending approval for 4.5 strategic recertification credit hours toward PHR/SPHR recertification through the Human Resource Certification Institute (HRCI).

Join your colleagues at HR Tampa Expo 2009 and discover new HR techniques, employee retention and problem-solving strategies, strong leadership techniques and much more. Find out how you can truly make the difference.

Platinum Sponsor



Gold Sponsors

(opportunities still available)

Silver Sponsors

LEE HECHT
HARRISON



For more information and to register, visit

www.hrtampa.org

Register now for pre-conference discount rates through August 31, 2009!



We would like to give special recognition to our 2009 "Spotlight Meeting Sponsors..."



...and invite **your** organization to become a 2010 "Spotlight Sponsor!" But you must act promptly since these popular monthly meeting sponsorships go quickly.

Here are the benefits your organization will enjoy as a "Spotlight Sponsor:"

- *Exclusivity as a meeting sponsor.*
- *A display table in the registration area that can include use of a banner, brochures, tabletop presentations, business cards, give-aways, etc.*
- *Your name and contact information prominently displayed on the agenda.*
- *Two (2) free meals for you and a colleague.*
- *The opportunity to make a five-to-seven (5-7) minute presentation to the membership prior to the main speaker.*
- *Your name and logo, along with a link, on the HRTampa website for one (1) month.*
- *Your company information on our service provider directory for one (1) year.*

Call and reserve your "Spotlight Meeting Sponsorship" today!
Contact: Chris Greene, 813-289-7347 or email Chris at chris.greene@shaker.com

2009 Spotlight Meeting Sponsors

JANUARY		FEBRUARY		MARCH		APRIL	
MAY		JUNE		JULY		AUGUST	
SEPTEMBER	HR Tampa Annual Expo - Sponsorship Levels - Now Available	OCTOBER	Joint Diversity Meeting w/SHRMA	NOVEMBER		DECEMBER	



www.hrtampa.org

Name	Certification	Company	Title
Ashlie Melillo	PHR	Advantage Delivery & Logistics	Director of Human Resources
Beate Hughes-Brown	SPHR	Bayfront Medical Center	Manager, Compensation & Benefits
Brenda Slupecki	SPHR	AAA Auto Club South	Manager, Employee Relations
Carolyn Moore	SPHR	City of Bradenton	Director Human Resources
Crystal Wilson			
Eli White	PHR	ProVest, LLC	Corporate Recruiter
Jane Torres	PHR	Pricewaterhouse Coopers	HR Generalist
Jennifer Graves	PHR	ADP Totalsource	Human Resource Business Partner
Jesse Cole		Sweetbay Supermarket	Human Resources Manager
Maritza Riquelmy-Romero	PHR	EnviroFocus Technologies	Human Resource Manager
Matt Hall			
Melissa Mayfield		University of South Florida	Employer Relations Coordinator
Melissa Post		ProVest, LLC	Recruiter
Michelle Lupo		Phillips Development & Realty, LLC.	HR Manager/Assistant Controller
Sonja Marshall	PHR	Healthesystems	
Wendy Piston		Network Liquidators, Inc.	Human Resources Manager

[Back to Table of Contents](#)


NEW MEMBERS

[Back to Table of Contents](#)

Trying to get the biggest bang for your buck... FREE JOB POSTINGS for Active HR Tampa members looking for HR Professionals seeking employment. Just one more reason to join HR Tampa.

If you wish to post a job for your company the following applies:

- ACTIVE dues paid members of HR Tampa may post an employment ad for a HR position within their own company at any time FREE of charge as a benefit of being a member.
- HR Tampa Affiliate (has designated HR Tampa #0074 as their primary chapter with SHRM and provides proof to HR Tampa) members may post a job for \$75 per 30-day posting.
- If you are currently not a member, there is a \$100 charge for each 30-day job posting for all other companies that do not employ an active dues-paid member of HR Tampa or if you are recruiting for other companies besides your own (recruiters, advertising companies, vendors, and others). The \$100 will be applied to the membership fee of that company should the new hire decide to join HR Tampa within 90 days of the posting date.
- All jobs posted must be an HR-related position.

[Back to Table of Contents](#)

Board of Directors

OFFICERS

President

Ignacio Garcia, Esq.
813.289.1247
Iggy.Garcia@ogletreedeakins.com

President-Elect

Lisa Murfield, MBA, SPHR
813.227.8473
lmurfield@hwhlaw.com

Secretary

Lynette Holsinger, SPHR
352-249-4712
lynnetteh@naturecoastems.org

Treasurer

Inass Riyad, SPHR
727.464.6323
inass.riyad@att.net

Immediate Past President/Foundation Director

Dana Chatelain, SPHR
813.258.0293
dchatelain@scicompanies.com

DIRECTORS

College Relations

Toni Mayros
727.534.4955
tmayros@gmail.com

Communications

Rebecca Lukban, PHR
813.514.2222
RLukban@OasisAdvantage.com

Diversity

Debbie Dube
813.246.4999 ext. 4387
ddube@lazydays.com

Education/Certification

Sharon Marsh
813.699.5920
slmarsh@prince-sdc.com

Hospitality/Registration

Donna Cacciatore, PHR
dcacciat@tampabay.rr.com

Legislative

David Steffen, JD
813.222.1353
DSteffen@constangy.com

Membership

Jill Conklin, PHR
813.207.8574
hrtampamembership@yahoo.com

Non-Dues Director

Chris Greene
813.289.7347
chris.greene@shaker.com

Programs

Bryan McGrath
941.377.7739
Bryan.mcgrath@octanner.com

Patricia Gaudin, SPHR

813.258.0293
pgaudin@scicompanies.com

Technology Directors

Alina Diaz
813.259.7188
adiaz@tampatrib.com

John Alexander
813-221-3274
jalexan@verizon.net

Workforce Readiness

Cheryl Brown, PHR
813.830.5520
ccbrown-1@msn.com

[Back to Table of Contents](#)

THE HR TAMPA Newsletter...

Facebook – There are many reasons to sign up...

- Connect with fellow co-workers & potential employers.
- Networking
- Present articles from your local media

[Back to Table of Contents](#)