

Meeting: December 9, 2009 – 5:30pm

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The Official Newsletter of HR Tampa

A Night of Peer Networking to Benefit - The SHRM Foundation

December Sponsor



January Sponsor



For the December meeting HR Tampa will have a fun filled evening of networking activities, food and drinks!!

(A sit down meal will be served)

Buy raffle tickets to benefit the SHRM Foundation and be eligible for some great prizes!

Donate to Metropolitan Ministries!

We will be holding a food drive that will benefit Metropolitan Ministries. We are asking members to bring canned goods, rice, potatoes, spaghetti, etc, and also cookies and/or pastries. We hope many of you will give what you can, as Metropolitan Ministries has a large gap to fill this holiday season.

Metropolitan Ministries will be serving 23% more families this year, while donations are down 15%. Please give what you can to help those in need this holiday season.

Location: Centre Club • 123 S. Westshore Blvd • Tampa, FL 33609

Date: Wednesday, December 9, 2009

Time: 5:30pm

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.



www.hrtampa.org

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Submitted by Lenore Balden

Generally this section of the newsletter covers legislation and judicial actions that affect the Human Resources profession. Today I would like to describe an Executive Order that was signed by President Obama in November 2009, and ask you to give special consideration to recruiting veterans.

An Executive Order can be issued by the President for federal agencies, or by a governor of a state, or by the mayor of a city. They are usually issued to give direction to the operation of executive offices within the government. It is important to note that congress may overturn an executive order by passing legislation in conflict with it or by refusing to approve funding to enforce it.

In November of 2009 the president signed an Executive Order titled Employment of Veterans in the Federal Government. This Executive Order may not directly affect you in your industry, but it is important because it can give us a glimpse of what may come up in future legislation.

To quote from the order:

Veterans have served and sacrificed in defense of our Nation. We must do everything in our power to assist them in re-entering civilian life and finding employment.

We all agree that we owe our veterans a debt of gratitude for sacrificing their own lives and careers to defend our country. The National Guard has called-up many part-time soldiers to full-time active duty. When these soldiers are finally released from duty, some are returning home to find that the positions they left were eliminated or downsized. Some have found that their employers have closed their doors and are now out of business.

Veterans have benefited from training and development during their military service... they possess a wide variety of skills.

The president, through this Executive Order, is requiring the Federal Government to take a leading role in promoting the employment of veterans. The director of the Federal Government's Office of Personnel Management is to develop a government-wide Veteran's Recruitment and Employment Strategic Plan. This plan is to improve employment opportunities within the Federal Government and help to develop the skills of transitioning military service members and veterans. A recent press release from the American Legion states there is more to be done to end age discrimination in the hiring of veterans. "While age discrimination is technically banned...reemployment for a middle-aged service member can be especially challenging." The Secretary of Labor will be conducting employment workshops as part of the Transitional Assistance Program or TAP.

- Do you know we have this program in our area?
- What are you doing to help veterans who are looking for work?
- Do you contact any veteran employment representatives when recruiting?

This Executive Order, if funded by the current congress, will provide funding to the Transitional Assistance Program (TAP) through their local representatives located throughout the county. For more information on Veterans programs contact the Tampa Bay Workforce Alliance (TBWA) at www.workforcetampa.com. MacDill Air Force Base has its own TBWA office and TAP Representatives. You can contact them directly at 813-828-0128.

Let us all make a commitment to include all veterans, especially the ones who call Tampa home, in our recruitment efforts.

Sponsor



Speaker



Do you have HR Management experience to share with your HR colleagues at the annual HR Florida Conference and Expo? Let others benefit from your experience while you make a valuable contribution to the profession's field of knowledge. Next HR Florida 2010 Conference / Expo, August 30 - September 1, 2010 @ Rosen Shingle Creek / Orlando, Florida

Deadline for proposal submission: Monday, December 28, 2009

If you are interested please go to the HRFlorida.org website and complete a registration form.

New Members

Name	Certification	Company	Title
Brad Ramer		Ramer Search Consultants, Inc.	Managing Partner
Kellie Hunton	PHR	Trak Microwave Corp.	
Michael Picart			
Rashanda Denson	PHD	Barry University	Sr. Enrollment Director
Sara Charrett	PHR	Senior Care Group, Inc.	Corporate Benefits Manager
William Barry			



If you are a new member or perhaps returning to HR Tampa after letting your dues lapse, join HR Tampa in the month of November and receive two months for free!

This one-time offer will extend your membership from November 1, 2009 to December 31, 2010. If you join during the month of December, your membership will run from December 1, 2009 to December 31, 2010. Act now to receive the best rates!

- | | | |
|--|--|--|
| <ul style="list-style-type: none"> • Premium Membership - \$225 • Includes monthly meeting costs and cost of September Expo • Basic Membership - \$100 • Annual Dues only – member pays \$30 for monthly meeting | <p>Renewing Members
(member in 2009)</p> <p>Early Bird Rates</p> <ul style="list-style-type: none"> • Membership will be in effect for the calendar year - January 1 to December 31 | <ul style="list-style-type: none"> • Premium Membership - \$225 - Includes monthly meeting costs and cost of September Expo • Basic Membership - \$100 - Annual Dues only – member pays \$30 for monthly meeting |
|--|--|--|
- As of February 1, 2010, Premium Membership rates will increase to \$275.

Members in Transition

HR Connections

This year, Right Management's goal is to host and support their website with services that benefit all Human Resources Professionals, from entry level to the experienced business partner, who are involved in a career transition. Please visit the HR Careers Section on www.hrflorida.org to gain access to the following valuable tools in HR Connections offered through Right Management such as attending one of the upcoming webinars.

Upcoming Webinar Schedule:

December 8th	10:30 am - 12:00 pm	Self Marketing
December 8th	1:00 pm - 2:30 pm	Networking
December 9th	10:00 am - 11:30 am	Resume Development
December 9th	1:00 pm - 3:00 pm	LinkedIn for Beginners
December 15th	9:30 am - 11:30 am	LinkedIn for Advanced Users
December 15th	2:00 pm - 3:30 pm	Net Search for Job Search
December 16th	9:30 am - 11:30 am	LinkedIn for Beginners
December 17th	10:00 am - 11:30 am	Interviewing Strategies
December 17th	1:00 pm - 2:30 pm	Negotiation Strategies
December 18th	9:00 am - 12:00 pm	Entrepreneurship through Franchising
December 21st	1:00 pm - 2:30 pm	Consultant's Corner
December 22nd	10:30 am - 12:00 pm	Self Marketing
December 22nd	1:00 pm - 2:30 pm	Networking
December 23rd	10:00 am - 11:30 am	Resume Development
December 23rd	9:30 am - 11:30 am	LinkedIn for Beginners

To register for one of the upcoming webinars go to:
<http://www.hrflorida.org/displayemailforms.cfm?emailformnbr=103332>

Right Management's Tampa Location:
5201 W. Kennedy Blvd., Suite 525 – 813-287-2855

Event - December 14 College Relations Networking Night

Strayer University
4902 Eisenhower Blvd.,
One President Plaza, Suite 100
Tampa, FL 33634

Join HR Tampa's College Relations for a night of social networking, resumes and job search strategies. Special guests will join us for this great event, so bring your resumes and questions.

WANTED – COMPANY'S TO HOST MEETINGS

In 2010, College Relations is looking for meeting hosts, internship sponsors and mentors. To become involved, please contact Toni Mayros, Director of College Relations.

Note of Thanks from Toni Mayros, Director of College Relations

As another year draws to an end we reflect upon the past year and the future to come. This past year has been nothing but success for our student chapter. We have placed two students with internships and formed four successful mentor/protégé relationships.

As we look to the future we move forward with the placement of additional interns and the formation of new relationships. We also look to our members for their continued support either in the form of hosting an intern, becoming a mentor or hosting a student chapter meeting.

For further information please contact Toni Mayros, Director of College Relations at: tmayros@gmail.com or (727) 534-4955.

Workforce Readiness Update

Hillsborough County Schools

Hillsborough schools win “staggering” \$100 million Gates grant to boost teacher quality posted by Leslie Postal on Nov 20, 2009 9:05:27 AM

The Hillsborough County school district is likely the envy of Florida's 66 other school districts today, after winning a \$100 million grant from the Bill and Melinda Gates Foundation yesterday.

Of course, some districts might not want to be tackling the changes Hillsborough has promised will come with the money, namely a massive overhaul of how it recruits, trains and pays its teachers. As the St. Petersburg Times reports, the district plans to give every new teacher a mentor, create a corps of evaluators to rate every teacher in the district, and give rookies a chance to earn more than veterans, if they perform better.

Hillsborough beat out some 16,000 other districts competing for the money. Along with Hillsborough, the school districts in Memphis and Pittsburgh and a coalition of charter schools in Los Angeles will share the \$290 million handed out by the Gates foundation under the Intensive Partnership for Effective Teaching.

Education Commissioner Eric Smith called the award “staggering” and “incredible” and said Hillsborough deserved credit for working with its teachers to make bold changes that could re-energize the teaching profession and improve student achievement.

Former Gov. Jeb Bush said the grant has the potential to “dramatically alter the landscape of teacher quality in Hillsborough County and in districts across the nation.”

For sure, all educator eyes in Florida will be watching the doings in Tampa quite closely.

Members Who Made A Difference @ Metropolitan Ministries

Volunteering with the Metropolitan Ministries of Tampa Bay awakens the spirit, challenges the body, and focuses the mind. This non-profit organization lives its mission daily by serving the community; this is evident in each person you encounter (staff, volunteer, the families served). As A. Tennyson stated, “I am a part of all that I have met”. Belonging to our community is part of who I am, and being of service is the greatest gift I can offer.

Patricia A. Sullivan, MSBA, SPHR, ELI-MP

I have worked with several organizations in the past, but can tell you that I was amazed by the volume of charity that Metropolitan Ministries gives to the community. It was so nice to work alongside fellow HR Tampa peers for such a good cause. I was amazed at just how efficiently we came together as a team to get things done. It was truly awesome! =)

Angela Warner

HR Certification Institute Update

The PHR/SPHR Crash Course was a Sell Out!

Good luck to those who are sitting for their certification!

A special thanks to DeVry University for hosting the HR Tampa Study Group & PHR/SPHR Crash Course.

The Diversity Committee is responsible for spearheading the effort to diversify HR Tampa's membership and to publicize successful diversity programs in the Tampa Bay community.

The group meets quarterly basis to organize diversity-related events, writing newsletter articles, researching Tampa area resources and events, developing materials to distribute to our members, helping out at monthly meetings or special events, or by participating in the initiatives that the committee develops each year. For more information, please contact Debbie Dube at ddube@lazydays.com, or at 813-246-4999 x4387.

Job Posting

Remember if your company has an open human resources position to fill post it on the HR Tampa website. To post a job for your company the following applies:

- Must be an ACTIVE dues paid members of HR Tampa to 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.
- 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.

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	



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