



Volume 15

Number 9

September 2008



Monthly Meeting and Lunch

When: **September 12, 2008**
Time: **11:15 AM to 1:00 AM**
Where: **Heron Lakes Country Club**

Lunch only: \$10 per person for members and \$15 per person for guests (includes tax & gratuity)

IMPORTANT!!

**RSVP your reservation to
Lorinda Day at:
lday@rehab.state.al.us**

**Reservations must be made
by 10:00 am
Tuesday,
September 9, 2008**

PRESENTATION

SPEAKER: Kimberly Marable, LPC, CRC, NCC,

TOPIC: Employee Assistance Programs

BIO: Kimberly received both her B.S. in Psychology and her Master of Arts in Counseling with a specialty in rehabilitation counseling from the University of Alabama in Birmingham.

Kimberly has extensive experience working with substance abuse and dependence, personality disorders, psychosis, crisis situations and critical incidence in the workplace, as well as, aggressive and/ or violent behaviors. She gained work experience in these areas through her work with autistic youth and adolescents, habitual offenders, adult and youth substance users, and adults and youth with other mental health and/ or physical disabilities. She is a licensed professional counselor, a certified rehabilitation counselor and a national board certified counselor.

Kimberly is currently an EAP Coordinator for EAP Resources, LLC, which is a subsidiary of Alabama Psychiatric Services, P.C. She is currently working on her MBA at the University of North Alabama and hopes to graduate next year.



PRESIDENT'S MESSAGE

Dear MobileSHRM Members,

As some of you may know, our President, Billy Pine, has relocated to his home in Baton Rouge. As a result, he has resigned his position with the chapter. Billy has been an integral part of our chapter's leadership for many years. He will be missed. I know you will join me in wishing him all the best.

In the absence of a president, the President-Elect moves into the position. So here I find myself writing my first President's letter to you! Who would have thought as a student in 2001 when my professor at USA, Marjorie Icenogle, asked me to volunteer to help with the chapter's conference that I'd be sitting here penning a letter as president of the chapter today?! Certainly not me. But I'm happy to be where I am and wouldn't change a thing.

I want to tell you briefly about myself. It was late in my adult life that I decided to return to college. Determined to find something that interested me, I took a career assessment at USA and found human resources would be a good fit. I graduated with a degree in Adult Interdisciplinary Studies with an emphasis in HR in 2001. After graduation I enrolled in an HRCI certification study group and attained my PHR certification. In the study group I met Billy Wiik (Bender Shipbuilding's HR Manager and fellow MSHRM member) who forwarded my resume to a friend of his who was looking for an HR Manager for their company. It's all about the networking, Folks! That's what I love about our chapter. I hope that you find your role in Mobile SHRM as gratifying as I have. Make the most of it; what do you have to lose?

It's that time of year again...time to elect chapter Officers and Directors for 2009. At our next chapter meeting on September 12th we will present the nominating committee's slate of officers and accept additional nominations from you, our membership. Voting will be held at our November meeting and elected officers will be sworn in at our December meeting.

Our conference is just around the corner! This is always an exciting time. I hope you're planning to attend. Take a moment to submit your registration form. Our conference committee has done a great job of lining up quality speakers for your educational enjoyment! We are fortunate to have many generous sponsors and exhibitors supporting our event as well. Below is a list of our sponsors for this year's conference:

- | | | |
|-------------------------|-----------------------------------|--|
| AARP | Baldwin County SHRM | Bay Benefits Group |
| BLP Mobile Paint | Clark Personnel | Managed Health Care Administration, Inc |
| | Mobile Technical Institute | Pilot Catastrophe |
| | | Telamon |

Please be sure to let them know you appreciate them.

Sincerely,

Angie Bedgood, SPHR
President



UPCOMING EVENTS

Sept 12	MSHRM Monthly Meeting Speaker: Kimberly Marable, LPC, CRC, NCC EAP Coordinator for EAP Resources Topic: Employee Assistance Programs: The Difference They Can Make	Heron Lakes CC
Oct 23	2008 Gulf Coast Human Resource Conference Silent Auction	Bienville Club
Oct 24	2008 Gulf Coast Human Resource Conference	Mobile Convention Center
Nov 14	MSHRM Monthly Meeting Speaker: Treena Gillespie, Asst. Professor, Dept. of Management, University of South Alabama Topic: Performance Evaluations	Heron Lakes CC
Dec 12	MSHRM Monthly Meeting Speaker: Steve Brandon/Paul Myrick Topic: TBA	Heron Lakes CC
June 28	SHRM 61st Annual Conference	Morial Convention Center New Orleans, LA

*Thanks to Colonial Life for sponsoring
Mobile SHRM's September chapter meeting!*



2008 Gulf Coast Human Resource Conference

Presented by:
Mobile Society for Human Resource Management

Friday, October 24, 2008

8:30 am - 4:30 pm (check-in begins at 7:30 a.m.)
Mobile Convention Center, Mobile, AL

Conference Registration Fee: \$89.00 (SHRM Member); \$99.00 (Non-SHRM Member)

The conference registration fee includes all conference materials, continental breakfast, breaks, exhibitor displays, door prize opportunities, and luncheon.

Pre-conference Reception Fee: \$10

Thursday, October 23, 2008

5:30 - 7:30 p.m., The Bienville Club, 34th Floor, Regions Bank Building
Heavy hors d'oeuvres and silent auction to benefit SHRM Foundation.

Seating is limited and pre-registration is required.

CONFERENCE REGISTRATION FORM:

NAME: _____ TITLE: _____

ORGANIZATION: _____

MAILING ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

DAYTIME PHONE: _____ EMAIL: _____

Conference Only: \$89 (SHRM Member); \$99 (Non-SHRM Member)

Conference + Pre-conference Reception: \$99 (SHRM Member) or \$109 (Non-SHRM Member)

Amount Enclosed: \$_____

Please note that all confirmations and conference updates will be sent via email.

Mail registration and payment today to:

Gulf Coast Human Resource Conference
Mobile SHRM
P.O. Box 2424
Mobile, AL 36652

Register early to receive an extra chance to win the \$500 grand prize!!! The first 50 registrants will receive an extra entry in the grand prize drawing!

Make your check payable to Mobile SHRM. To ensure registration, all checks must be received by Oct. 12.

For more information, contact Teresa Taylor, aim153@aimmailcenters.com, 251-666-6432



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8:30 am – 4:30 pm (check-in begins at 7:30 a.m.)

Mobile Convention Center, Mobile, AL

ADDITIONAL INFORMATION

PHR/SPHR Recertification Credit: Approval is pending. A request has been submitted to HRCI to approve the conference for 5.0 hours of recertification credit.

Accommodations: A list of nearby hotels is available upon request. Please contact Belinda Thomason at conference@mobileshrm.org.

Exhibitor/Sponsorship Information: For more information about exhibitor and sponsorship opportunities contact Belinda Thomason at conference@mobileshrm.org.

Participant Cancellation Policy: All cancellations must be submitted in writing via e-mail Belinda Thomason (conference@mobileshrm.org). The full registration fee will be refunded for cancellations received prior to or on October 1, 2008. No refunds will be made for cancellations received October 10, 2008 or after. No refunds will be made for conference absentees. Transfer of registration fee may be made with written notification to Belinda Thomason prior to or on September 29, 2008.

In the Event of Cancellation of the Conference: If the Mobile Society for Human Resource Management (MSHRM) should be prevented from holding the conference for any reason beyond MSHRM control (such as, but not limited to damage to the building, riots, strikes breached by conference location, acts of government, or acts of God), then MSHRM has the right to cancel the conference or any part thereof, with no further liability to the participant other than a refund of registration fees less a proportionate share of the conference cost incurred. In the event of cancellation or postponement, a MSHRM representative will notify all registered participants by e-mail as soon as possible prior to the event.

Conference Committee

Belinda Thomason, Conference Chair – conference@mobileshrm.org

Teresa Taylor, Co-Chair/Participant Coordinator – aim153@aimmailcenters.com

Inez Beek, Exhibitor Coordinator, inezb@aaronoil.com

Cheryl McCormick-Hann, Exhibitor Coordinator – Cheryl.McCormick-Hann@edwardjones.com

Mary White, SHRM Foundation/Silent Auction Coordinator – mgwhite@mtimail.com

A MESSAGE FROM SHRM



GET OUT THE VOTE!

With the November elections fast approaching, SHRM's Governmental Affairs has developed **Get Out the Vote! (GOTV) 2008** website, <http://www.shrm.org/advocacy/gotv/default.asp>, providing information useful for HR professionals interested in helping with Voter Education for the upcoming 2008 elections. This website is a non-partisan effort intended solely to get more Americans to exercise their constitutional right to vote in November's elections. Get Out the Vote is designed to help HR professionals motivate co-workers to register and vote this coming November. It is not intended to advocate in favor of any particular candidate, political party, or ballot initiative. Rather, we hope it will help to increase voter participation this fall, and we know we can count on you to share these sentiments with your family, friends, and coworkers.

The GOTV campaign is a part of the Society's continuing effort to be a recognized leader in workplace public policy. As an HR professional, and one of over 225,000 members of SHRM, you have the opportunity to vote and have your voice heard through the ballot box.

Through use of this site you can successfully orchestrate a successful voter education campaign and educate and register your employees and others to vote. On this site you will find information on voter registration deadlines, ballot initiatives in your state, tips on how to organize a voter registration drive in your workplace, as well as up-to-date polling information.

You have just taken an important first step in ensuring that your employees have an opportunity to take part in the democratic process. As HR professionals your voices count toward affecting the policies enacted into law in Washington and/or state capitals which ultimately affect HR professionals and all Americans. That is why it is essential that you actively encourage others to participate in the process and exercise their constitutional right to vote on November 4th!

We have laid out the steps and information to make the process as easy possible and we encourage you to share this with your fellow employees - from your organization's CEO to the entry level employee. Taking action and exercising one's voice is neither difficult nor complex and we ask that you help your employees not to take this opportunity for granted on Election Day.

Website Policy: As an association dedicated to human resource management, SHRM does not endorse any particular candidate or party in any election. All information on this website is intended only to educate and inform HR professionals on how to become active participants in the political process and it is not for the use of advocating for a particular candidate and/or political party.

PEOPLE ON THE MOVE

Jennifer Allen's role with TeleVox has changed:

Jennifer L. Allen
Staff Employment Supervisor
TeleVox Software, Inc.
1110 Montlimar Drive, Suite 700
Mobile, AL 36609
251.706.3765 direct
800.644.4266 toll free
251.634.2975 fax

Laissez Les Bon Temps Rouler!!!

SHRM 61st Annual Conference & Exposition

June 28 – July 1, 2009
New Orleans, LA
Morial Convention Center
Keynote: Tom Brokaw

Mark your calendars to
attend a great educational/
networking opportunity
with your fellow MSHRM
members!



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For more information about our services and how we can support your organization, contact the Marketing Department at 866-334-6422, evelyn.barbee@apsy.com, or dee.mcgraw@apsy.com.

HELP WANTED!!!

Here's your chance to help raise funds for the SHRM Foundation! Please consider donating an item or service to the second annual SHRM Foundation Silent Auction. As the kickoff event for the Gulf Coast Human Resource Conference, the auction will be held on Thursday evening, October 23 at the Bienville Club from 5:30 – 7:30 pm.

This event is our major fundraiser for the SHRM Foundation, and the generosity of members and area businesses is needed to make the event a success. By donating an item for the silent auction, you will be supporting the work of this important charitable organization, as well as benefitting from the opportunity to promote your organization to HR practitioners from throughout the Gulf Coast region.

Last year, more than 100 people attended and, we were able to raise \$2,000 for the SHRM Foundation. We're planning on a bigger and better event this year, and are looking forward to your support. Please contact Mary White (mgwhite@mtimail.com or 251-478-6848) to donate an item. Arrangements can be made to pick up your donation, or items can be dropped off at AIM Mail Center, located at 5300 Halls Mill Road, Suite H. If you have any questions regarding this event please contact me at 251-478-6848.

New Members
WELCOME



Janie Johnson
Practice Manager
Radiation Therapy-Oncology, PC
janierto@aol.com
251-414-5665

Lee McCord
Director of Operations
EONTE Personnel
lee.mccord@eontepersonnel.com
251-473-7199

Britt Pickett
Classified Advertising Manager
Press Register
bpickett@press-register.com
251-219-5003

Rachel Sholler
HR Intern
Northrop Grumman Shipbuilding
Rachel.sholler@gmail.com
228-935-8213

Leida Javier-Ferrell
Director Center for Workplace Development
Mobile Area Chamber of Commerce
ljavier@mobilechamber.com
251-431-8631

Vernessa Anderson
Financial Aid/Admissions Counselor
Faulkner University
vanderson@faulkner.edu
251-380-9090

Tywanda Jackson
Community Development Director
City of Prichard
tjackson@thecityofprichard.org
251-452-2875

Garin Danner
The SSI Group, Inc.
Director of Human Resources
Garin.danner@ssigroup.com
251-345-0000

New Members:

Please update your profile on our website, www.mobileshrm.org, at the “member login” link.

2008 MOBILE SHRM WORKPLACE DIVERSITY AWARD

The Mobile Society for Human Resource Management (MSHRM) invites you to participate in the **2008 Workplace Diversity Award**. The Workplace Diversity award will be presented at MSHRM's annual Holiday luncheon in December. Help us to acknowledge those organizations and/or companies who foster an inclusive work environment in which all employees are inspired to contribute their best through their different perspectives, backgrounds and life experiences.

The Workplace Diversity award will be presented to recognize one company in our community who has set an example as a leader and innovator in creating and/or encouraging workplace diversity and inclusion. The award will be based upon organizational achievements and not individual achievements. This award is open to all organizations within the local community. Membership in MSHRM is not required to participate.

Deadline for all nominations will be 5:00 pm on Friday, November 14, 2008.

To apply for the award, please complete the application below. Please note that companies who operate in multiple locations are eligible for participation; however, they can only be judged based upon their local practices.

Please complete all information accordingly and email to: cgiddens@soearth.com or mail to Mobile SHRM, PO Box 2424, Mobile, AL 36652 ATTN: Workplace Diversity Award

Organizational Information

Name of Organization/Business-

Address of the Organization/Business-

City, State Zip-

Contact Person-

Contact Phone-

Website Address-

Number of Years in Existence-

Number of Employees in Mobile-

Nominator Information

Name-

Title/Company-

Phone-

Email Address-

Please complete all questions in a descriptive format to be considered for nomination.

1. How does the organization embrace, celebrate and include diversity in its workforce?
2. Describe the organization’s diversity recruitment and retention program.
3. How does the vision or mission of the organization mention, support or encourage diversity?
4. Describe the members of your top management and/or board of directors in terms of ethnicity, personality, professional background, etc.
5. What role does diversity play in the organization’s strategic planning?
6. Describe innovative diversity initiatives implemented by the organization.
7. Describe your organization’s diversity/sensitivity training programs.
8. In what special diversity events does your organization participate or sponsor?

Job Opening

ISSUE DATE: 08-25-08 ANNOUNCEMENT NO. 12398

VOID AFTER: OPEN CONTINUOUS

THE PERSONNEL BOARD FOR MOBILE COUNTY, ALABAMA
announces an OPEN COMPETITIVE examination for
2050 - PERSONNEL ANALYST I

S A L A R Y

JURISDICTIONS MONTHLY RATE YEARLY RATE

15 - MOBILE CO PERSONNEL BOARD \$3,290 - \$5,260 \$39,487 - \$63,127

EXAMINATION: IMPORTANT NOTICE TO APPLICANTS. READ CAREFULLY. No written or oral examination will be required. Applicants will be scored on the basis of an evaluation of their education, training, experience and personal qualifications as outlined by the candidates' sworn statements in their application, upon corroborative evidence obtained by investigation and the applicants' responses to the Supplemental Questionnaire Form. Applicants must provide all background information and supportive documents as requested on the application form and job announcement.

MINIMUM QUALIFICATION REQUIREMENTS: Attainment of a minimum of a bachelor's degree from a recognized college or university in personnel administration, business administration, psychology or closely related field, preferably a Master's degree, and a minimum of one year's responsible experience in personnel administration, preferably in a public agency; or a combination of education and experience equivalent to these requirements.

KIND OF WORK: This is professional work in one or more of the major functional areas of personnel.

ESSENTIAL REQUIREMENTS OF THE WORK: Good knowledge of modern personnel administration including some knowledge of methods and techniques of position classification, testing and selection devices; some knowledge of the principles of public administration and governmental organization; some knowledge of statistics and tests and measurements theory and practice; ability to write clear, complete, accurate and logical reports; ability to conduct effective interviews; ability to present ideas effectively, both orally and in writing; ability to establish and maintain effective working relationships with government officials, employees and the general public.

RESIDENCE REQUIREMENTS: There are NO residence requirements in order to apply. Applicants must bear all expenses incurred in reporting for testing or appointment. Upon appointment, the law gives the right to each Appointing Authority (Employer) to fix any further legal requirements regarding residence that he sees fit.

FINAL DATE FOR FILING APPLICATION: Applications should be returned as soon as possible. In the event of tied scores, Rule 8.1 dictates that ties will be broken by the order in which applications are filed. There is NO predetermined final closing date. Applications will be received until further notice.

DONALD DEES, DIRECTOR

THE AGENCIES WE SERVE ARE EQUAL OPPORTUNITY EMPLOYERS
1809 Government St. Mobile, AL 36606 - P.O. Box 66794 Mobile, AL 36660-1794

www.personnelboard.org

Applications may be faxed to (251) 445-2219



Officers— MSHRM 2008

President	Billy Pine, SPHR wpine@mchsi.com	(251) 767-2171
President-Elect	Angie Bedgood, SPHR abedgood@imiallc.com	(251) 957-2164
Vice President Membership	Jeff LeBlanc, SPHR jileblanc@pilotcat.com	(251) 607-7775
Secretary	Lana Mosley lana.mosley@rbc.com	(251) 972-6741
Treasurer	Lorinda Day lday@rehab.state.al.us	(251) 479-8611

Core Leadership Area Directors—MSHRM 2008

College Relations	Kelly Woodford kwoodford@usouthal.edu	(251) 460-6723
Diversity	Cindy Giddens, SPHR cgiddens@soearth.com	(251) 344-7711
Governmental Affairs	Tom Woodford tjw@kullmanlaw.com	(251) 432-1811
HRCI Certification	Mary White, SPHR mgwhite@mtimail.com	(251) 478-6848
SHRM Foundation	Harold Williamson, SPHR haroldw@wescoweld.com	(251) 378-4131
Workforce Readiness	Sherri Grubbs, SPHR sgrubbs@hpcinternational.com	(251) 441-1990

Directors—MSHRM 2008

Past President	Harold Williamson, SPHR haroldw@wescoweld.com	(251) 378-4131
Conference Chair	Belinda Thomason Belinda.Thomason@Akersolutions.com	(251) 443-1770

Appointed Coordinators—MSHRM 2008

Audio & Visual Coordinator	Renee Sorensen rsorensen@longshrs.com	(251) 476-4933
Conference Co-Chair	Teresa Taylor aim153@aimmailcenters.com	(251) 666-6432
Door Prize Coordinator	Candice Swiger candices@wescoweld.com	(251) 378-4151
Job Posting & Website Coordinator	Kathy Deckbar, PHR kathyd@personnelboard.org	(251) 470-7727
Publicity Coordinator	Cindy Stueve cstueve@newhcu.org	(251) 316-3276

**MOBILE SOCIETY FOR HUMAN RESOURCE MANAGEMENT
MISSION STATEMENT**

The Mobile, Alabama chapter of SHRM exists to promote quality human resource practice among local industries, businesses, educational institutions, and government agencies. We bring together leading practitioners to provide education, networking and discussion of various human resource topics and to identify the best practices for all aspects of human resource and industrial relations work.

Mobile SHRM
P.O. Box 2424
Mobile, AL 36652-2424
National Website: <http://www.shrm.org/>
Local Website: www.mobileshrm.org

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subject line of your email.