

Colonial Capital Chapter News

Fall 2008

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Join Our Team

2008 Virginia Statewide Payroll Conference
Kingsmill Marriott
Williamsburg
October 16-17th, 2008

The 8th Annual Virginia Statewide Payroll Conference helps new and current payroll professionals remain up-to-date in the ever changing payroll industry. The VSPC is a very affordable option for continuing education in the field of payroll and qualified recertification credits. Registration is available online at www.apa-richmond.com.

National Payroll Week Celebration



National Payroll Week celebration is scheduled for September 1-5, 2008. NPW celebrates the hard work by America's 156 million wage earners and the payroll professionals who pay them. Together, through the payroll withholding system, they contribute, collect, report and deposit approximately \$1.7 trillion, or 64.2%, of the U.S. Department of Treasury's annual revenue.

Join Us:

September 18th, 2008
Breakfast Meeting

Guest Speaker:

Stephanie Salavejus

Topic: "Preparing for Year-End 2008"

Location: 5700 Williamsburg Landing Drive Wmbg, VA 23185

Colonial Capital Chapter Collects Food for the Grove Christian Outreach



The Colonial Capital Chapter of the APA wants to thank everyone who participated in Grove Christian Outreach Food Drive.

Once again our chapter members showed how hard they are willing to work for our community. The food collected will help feed families in Williamsburg.

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Job Satisfaction

Job satisfaction....does it exist? What constitutes job satisfaction? Is it your boss, hours, job function, co-workers, compensation, etc? As a Staffing Consultant, I interview people everyday who express their own personal tangibles and intangibles that answer this question. A common fear is having to start over...education, training, low man on the totem pole, and the list goes on. My job is to be a detective and find out what the driving force behind the job dis-satisfaction is, and more importantly put it into perspective.

Unemployment is at an all time high, nearing 6%. This leaves more and more viable candidates competing for less and less jobs. So, lets reassess your situation...is it really that bad? Is it something that can be addressed? How will this career move affect your resume and credibility in the long run?

As a Staffing Consultant, one of the biggest objections I hear from my clients is lack of longevity. Chasing the extra \$dollar is not always the wisest decision. Additionally, leaving an area of expertise, even if only temporarily, will make it that much harder to get your foot back in the door down the road.

A second common objection is, "This candidate lacks the specific industry experience we are looking for." Changing careers is challenging on many levels. You have to consider starting back at ground level, which equates to a cut in pay. In my professional experience, I find that many people expect to remain at a lateral compensation. Most of us have formed our lives comfortably around our income, will a career move support that?

When you find yourself logging in on to Monster on a regular basis (at home, *never* at work), make a list of what it is that doesn't work and what does. Look for common threads over a period of time. Do you hate your job every time the Regional Manager makes an appearance, once every 6 months, or are you dissatisfied with the management style of your supervisor who plans to be with the company for the next 15 years? Do you feel you aren't being paid what you're worth? If so, have you approached your manager to talk about why exactly it is that you deserve that extra compensation (i.e.- a list of all your duties, examples of how you go that extra mile, and any feedback from other departments or clients/customers that will help you make your case)? Whatever the issue is, clearly define it, strategize ways to overcome it, and when all else fails, plan your escape route!

On a regular basis, I meet with individuals that realize that the position they had 5 years ago is exactly what they are looking for. If only they had realized it then. A job is not a vacation, it's work. There will be times when you, as an employee, will not be 100% satisfied with your current employment situation. I recommend no sudden moves. The grass isn't always greener at the new job.

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Payroll Professional of the Year

Each year the Virginia Payroll Professional of the Year Award is presented at the Annual Virginia Statewide Payroll Conference in recognition of outstanding service to the payroll community. It is one of the highest honors the Virginia Statewide Payroll Committee bestows upon members and is one of the most prestigious awards in the payroll profession.

The Virginia Payroll Professional of the Year is chosen by a committee consisting of previous years recipients of this distinguished award. This recognition is special because it recognizes a payroll professional who stands out for their accomplishments, contributions, and outstanding leadership abilities.

Nominate someone you know who has a strong work ethic and is dedicated to providing outstanding customer service in the area of payroll. Are you a one person payroll department? Self nominations are accepted.

Judging Criteria:

Achievements: Detail the achievements of the nominee and demonstrate how these have advanced the payroll profession and its positive visibility.

Awards: List awards and other forms of recognition the nominee has received.

Professional Service: Cite offices, committee assignments and other examples of the nominee's service to their local payroll organizations.

Deadline for accepting nominations is September 15th, 2008.

Nominations can be submitted online at <http://www.apa-richmond.com/awardsmember.html>. E-mail electronic nominations to vappoty@apa-richmond.com or printed nominations can be sent to PPY Attention Abby Mills 4624 Merrimac Lane, Virginia Beach, VA 23455

THE EMPLOYMENT SITUATION: JULY 2008

Bureau of Labor Statistics



The unemployment rate rose to 5.7 percent, and non-farm payroll employment continued to trend down in July (-51,000), the Bureau of Labor Statistics of the U.S. Department of Labor reported today. Employment continued to fall in construction, manufacturing, and several service-providing industries, while health care and mining continued to add jobs. Average hourly earnings rose by 6 cents, or 0.3 percent, over the month.