



Florida Public Personnel Association, Inc.

NEWSLETTER

FPPA Website: www.fppa.org

2nd Quarter, 2010

THE PREZ'S VIEW FROM THE PORCH

Greetings to all of you this fine Spring morning! I know it is incredibly busy as all of us try to figure out how to cut the budget one more time (except perhaps some of you "well to do" members in South Florida? Must be nice to have money).....Oh well.

Big news now (besides budgets) is Health Care Reform. Immediate actions required (within six months) appear to be:

- Cover (extend) adult children up to age 26.
- Prohibit rescissions of coverage.
- Eliminate pre-existing condition exclusions for children.
- Some Preventive Health Services Coverage provisions. No cost sharing (co-pays) for certain screenings, etc.
- Something confusing about Voluntary Long Term Care Insurance. More information to follow.

PLUS other things in 2014 and following years.

As an HR professional, can you say "Benefits?" I encourage each of you to become better educated and more informed about benefits because this is what already is and will be a HUGE issue in the next five years. If you are a generalist or specialist in another HR field, you need to become competent in pensions and insurance issues. These are the "hidden" costs that will be more in focus in our profession for the next several years. If you have been paying attention, you will have seen or will be seeing health insurance and pension benefits come under national, state and local government scrutiny. As organizations are trying to deal with significant budget reductions, they are turning to these traditionally "sacred" areas for solutions. An example is the dramatic pension plan changes recommended by the Town Manager of Palm Beach Florida. (See the article: "Wide-ranging pension proposal would cut town's costs almost in half" by William Kelly, Palm Beach Daily News, 3/26). I do not believe these issues will be an isolated event in our state. You had better be prepared to address them.

One way to keep yourself professionally prepared is to attend the annual FPPA conference. This year the conference will be from **Saturday, July 31st** (Preconference workshops) with the regular conference beginning **Sunday, August 1st**, through **Wednesday, August 4th**. Get your hotel reservations and registrations in **ASAP**.

We will have many knowledgeable speakers at the conference sharing information about health care reform and legislative/legal issues that are critically important to your organization and to you as an HR professional. More information is on the website (www.fppa.org). The Marco Island Marriott is a beautiful property for those who have never been there. You're gonna enjoy it!

On another note, I will be communicating with you shortly (if I haven't already) about a membership vote on a potential name change. I think it's probably time to move to that next level (actually, we are late in doing so) and re-name our organization to the **Florida Public Human Resources Association (FPHRA)**. I think that moves our association into this century and will also assist HR professionals new to the State in "searching" for appropriate professional affiliations. I'll be sending you separate correspondence on this issue, just wanted to give you a "heads up" for now.

Well, that's about it for now. I know it may be a tough "sell" in these tight budget times, but please make every effort to show the value of belonging to FPPA to your organization and attending the training conference. You need to get your membership dues in and register for the conference as quickly as possible. You should especially make your hotel reservations now to ensure you get the group rate.

I'll see you on the porch at the conference for a quiet chat and a cool drink....iced tea of course.

NEWS from the President-Elect Tom Neal

Hi FPPA Members! WOW! The time seems to be flying by and soon it will be time to pack our bags and head to the beautiful Marco Island Resort and Spa for the 74th Annual FPPA Conference. My main task this past year has been the development of the conference program. Early on in the process I asked the membership for recommendations on topics and speakers in order to fill out the program. To those of you who responded, I have a big THANK YOU!! Unfortunately, some of your recommended speakers bowed out of the process as soon as I advised that we wanted their services but it had to be on a pro bono basis. Regardless, I think we have an excellent group of speakers lined up and we have topics that should be of interest to all in attendance. Please visit the FPPA website <http://fppa.org/index.asp> for the latest (and hopefully the last) edition of the conference program.

Carol Westmoreland, Associate Director, Florida League of Cities, will be one of our conference speakers this year. Her presentation will focus on Legislative issues being discussed in Tallahassee. She has provided two website addresses where you can research the status of proposed legislation that impacts you in your job and which may have a profound effect on the employees you provide services to: www.flcities.com and <http://www.leg.state.fl.us/Welcome/index.cfm?CFID=136738764&CFTOKEN=86627919>

I hope to see many of you at the conference at the beautiful Marriott Marco Island Beach Resort; one of our favorite spots and hotels in paradise.

**VICE-PRESIDENT
PORTIA DINKINS****FPPA is now Global!**

Have you ever wondered why there is always so much talk about social networking sites like MyFace and Twitbook (a little FPPA humor)? People of all ages, geographic locations and backgrounds gather in a cyberpool of sociopolitical miscellany to share information and keep in touch with friends and colleagues. Well, FPPA has joined the ranks of other HR Organizations like IPMA-HR, SHRM and NPELRA. Please visit our Facebook Page at www.facebook.com and search: FPPA (Florida Public Personnel Association) or follow us on Twitter <http://twitter.com/FPPAInfo>.

There are legislative updates and discussions posted regularly, and information on upcoming events and discussion boards for real time dialogue. We look forward to seeing you on the web. Stop by and say hello. You may run into a few people that you know.

**Academy Director
Sally Ellison**

Hope everyone is getting excited about this year's conference, I know I am.

If anyone is interested in being a moderator for the weekend's speakers, please contact me as soon as possible. Duties would include reading a short bio to introduce the speaker to the members during their session; then presenting the speaker with a "Thank You" gift for their participation in this year's conference at the end of their presentation.

I want to remind everyone that if you are eligible for your PPP certificate, please be sure to fill out the Certification Application or the Re-Certification Application by the end of this month. You may email it to me via a scan or mail it directly. I sincerely hope that everyone that is eligible this year will be able to attend.

Just as a reminder...

The Academy is generally for first-time attendees and HR employees needing to get "back to basics". It helps get you on the right track for the career you have chosen.

The Pre-Conference's topic this year will be Recruitment and Retention. Speakers will help guide and educate you on how to recruit the best candidate for just the right position, then how to keep them.

The Masters program is for those HR employees that have more experience in Human Resources.

Whichever track you choose, I'm sure you'll find the topics and speakers to be very informative.

If you have any questions, please feel free to contact me at:

Academy Director

Sally Ellison

Manatee County Sheriff's Office

Employment Services Manager

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941-714-7539 FAX

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Treasurer News

Joe Denaro

Membership Update

We would like to welcome the following new members to the Florida Public Personnel Association:

Debra Avera, Office Specialist I, Town of Ponce Inlet, **Paula O'Neil**, Clerk and Comptroller, Pasco County Clerk, **Kevin Fulford**, Director of Human Resources, Pasco County Clerk, **Jason Scarlata**, HR Operations Division Manager, Seminole County BOCC, **Joshua Estrada**, Human Resource Assistant, Children's Services Council of Palm Beach County, **Deborah Porte**, Mgr. HR & Risk, Lakeland Area Mass Transit, **Pamela Baldwin**, Sr. Human Resources Generalist, Southwest Florida Water Management District, **Teri Wides**, Career Development & Training Manager, Collier County BOCC, **Lillian Bennett**, HR. Director, Leon County, BOCC, **Amy Cox**, HR Manager, Leon County BOCC, **Jared Sorensen**, Administrative Services Manager, Lake County Clerk of Courts, **Kenyatta Lee**, Sr. Director, Administration, Jacksonville Port Authority, **Monique Smith**, Mgr. Employee and Labor Relations, Jacksonville Port Authority, **Anthony Casas, Jr.** Human Resources Director, Polk County BOCC, **Bill Jackson**, Retiree , Polk County BOCC, **Agnes Flagler**, Manager of Human Resources, Orlando-Orange County Expressway Authority, **Mary Greenwood**, Human Resources Manager, City of Winter Park.

Your Board Members and Host Committee are working diligently on the 2010 Annual Conference in Marco Island this year. We are very excited about planning the program for you.

If you have not already renewed your membership for 2010 please do so without delay. If you have not renewed your membership and you plan on attending the conference you will be charged a non-member conference rate of \$325. We appreciate you helping us to bring your FPPA file folders current .Your conference registration form must be received by June 25, 2010. For those of you who have asked me about the additional hotel fee for the annual conference I would like to remind you of the updated hotel information. The \$6.00 hotel fee has been waived. However there is a \$10.00/per day parking fee.

You can go to the FPP website www.fppa.org click on membership link and be sure to complete the application and send payment to FPPA, Joseph A. Denaro, Treasurer, 401 East Las Olas Blvd. #130 – 452, Fort Lauderdale, Fl. 33301. We are beginning to receive a lot of interest on our conference registration at this early date so be sure to begin planning early. The Pre-Conference Academy member registration fee is \$90.00. The Full Conference member registration fee is \$275.00. You can pay your membership and conference registration by check or credit card. All credit card payments will include a 5% processing fee. Call me

321- 383-5820 or email questions to me joe.denaro@titusville.com anytime. See you at the Conference. On behalf of the Executive Board we thank you for your continued support.

Immediate Past President
Bonnie Steinberg

Each year we offer **scholarships** to students attending an accredited college or university in Florida to assist them with their college expenses. The amount of the individual scholarship is between \$500 and \$2,000. In addition the scholarship recipient(s) will receive a one year student membership in FPPA.

In order to qualify for the scholarship, the student should be enrolled in a program related to Public Administration or Personnel/Human Resources Management.

Of those selected to receive a scholarship, one recipient will be invited to attend the annual FPPA conference on Monday, August 2, 2010 and to accept their scholarship at the awards luncheon. The conference will be held at the Marco Island Marriott Hotel. The conference registration and luncheon will be paid by FPPA. The selected recipient shall prepare a paper or article on a current topic of interest related to Public Administration or Human Resources which will be distributed at the annual conference.

Interested students should send a letter to me at the below address no later than June 1, 2010. In addition to their basic demographic information, the student should provide detailed information regarding their need/desire for the scholarship grant along with a copy of their college transcript and class registration.

Bonnie Steinberg
City of Dunedin
Human Resources Department
750 Milwaukee Ave.
Dunedin, FL 34698

If you know of anyone who may qualify for this scholarship, they can also contact me at bsteinberg@dunedinfl.net

CALL TO CONFERENCE

The 74th Annual Florida Public Personnel Association Conference will be at the beautiful Marco Island Marriott Beach Resort. Visit the FPPA website at www.fppa.org and click on 2010 Conference for a link to this beautiful resort.

The pre-conference workshops will be all day on Saturday, July 31st and Sunday morning, August 1st, 2010. The general conference will begin with the President's Welcome Reception Sunday evening, August 1st, with conference wrap-up at noon on Wednesday, August 4th, 2010.

Coupled with the beautiful destination are three outstanding pre-conference workshops consisting of the "**FPPA Academy**" for those just beginning their certification, a Recruitment and Retention workshop as well as the Master's Program. Contact Sally Ellison, this year's Academy Director for additional information. Sally's number is 941-747-3011, extension 2132, or email her at Sally.Ellison@manatee.sheriff.com.

In addition to the pre-conference workshops, the general conference is offering a very strong and informative series of general and current sessions on current HR topics. New on the program this year are round table discussions on the following topics:

- On Site Clinics
- Classification and Compensation
- Recruiting, Testing and Certification
- Benefits
- Personnel Records Maintenance

This year's conference theme is "Rediscovering Paradise in a New Decade." Dress for the conference is business casual; for the dinner dance wear luau attire.

Make your hotel reservations early by contacting the Marco Island Marriott Beach Resort at 1-800-GET-HERE (refer to FPPA 2010 Conference). Conference room rates are \$155.00/night and the self-parking rate is \$10.00/day.

If you are considering attending this conference, please fax your registration to 321-383-5702 (Attention: Joe Denaro) ASAP. It gives us a count "up front" and makes planning much easier.

The 2010 Host Committee Chair is Ana Palenzuela. If you any questions regarding the upcoming conference, contact her at 407-246-2186 or ana.palenzuela@cityoforlando.net.

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