

August 2019

# FPHRA NEWS



Florida Public Human Resources Association

**In this issue:**

- Thank you
- Presentations
- Pictures
- Strategic Plan Update/Review
- Regional Workshop

**Thank you to all the attended the 2019 Annual FPHRA Conference in Bonita Springs. The conference was amazing!**

**You can find the Conference Presentations and Conference pictures on the website or:**

**[Conference Presentations](#)**

**[Conference Pictures](#)**

## Strategic Plan Update/Review for FPHRA

The strategic plan was presented at the Business Meeting at the Conference.

**FPHRA's immediate focus:**

- Education
  - Regional Workshops
  - Webinars
  - Pre-Conference and Conference Registration
- Communications
  - eBlasts/Newsletters
  - Social Media
  - Forums/email
  - Document sharing
  - Website
- Financial Priorities

**2 - 5 Year Focus:**

- Membership
  - Increased members
- Partnerships
  - Universities
  - Specialized Organization such as SHRM chapters, FPELRA, etc.
- Sponsorships
  - Annual sponsorship opportunities
- Certification
  - Combination of conference attendance and knowledge based

The Executive Board wants to move forward and needs your help with the following: Check out our new Volunteer page and form with detailed description of all the needs we have: <http://www.fphra.org/Volunteer>

**Education**

- ◆ Webinars
- ◆ Regional Workshops
- ◆ Pre-Conference/Conference Education

**Communications**

- eBlasts/Newletters
- Social Media
- Forums/Website/Member emails



**Initial Certification**

Frances Bland  
Lyn Cole  
Vicenta Del Bosquez  
Deena Faulkner  
Paulina Gainey  
Lori Gamble  
Judith Hernandez  
William Howe  
Katrina Jackson

Linda Kent  
Carrie Lasky  
Leonar Rosario  
Nowell Semple  
Yamileth Slate-  
McCloud  
Jenetta Wilson  
Dawn Wright

**1st Re-Certification**

Sandra Amerson  
Jennifer Cain  
Evie Engelmeyer  
Fred Fosson  
Patricia Wilson

**Final Re-Certification**

Sheila Densmore  
Rhonda Hooi  
Cheryl Jordan  
Terri Svendsen  
Meg Weiss

# FPHRA Northeast Lunch & Learn



**WHO:** FPHRA Members & Guests

**WHEN:** Thursday September 12, 2019  
Noon to 1:30 pm

**WHERE:** St. Johns County  
County Administration Building  
500 San Sebastian View  
St. Augustine, FL 32084  
Contact: 904-209-0638

**COST:** Free for Members  
\$10 for Non- Members

**SPEAKER:** Dave Oakes

**TOPIC:** Six Essentials Needed to Succeed in  
the Workplace

How to embrace change, build self-esteem, time management tips, keys to better communication, stress management and the power of focus. **About Dave:** Dave Oakes is an entrepreneur, author and problem solver with a schedule that includes seminars and keynote speeches to more than 60 groups a year and over 1800 seminars and keynotes delivered over the course of his 24 years in the field. He is a recognized as an expert on topics ranging from Effective Leadership, Team Building, Coping with Change, How to Lead the Different Generations and Public Speaking Coaching. You can learn more about him here: [www.daveoakesseminars.com](http://www.daveoakesseminars.com).

**Lunch:** Served from 11:45 am to noon

**Attendees:** Meet other public sector HR professionals working in area Counties, Cities and Constitutional Officers.

Register here: <http://www.fphra.org/event-3515549>

## Path to Obtain FPHRA Certification

### Certification questions?

Please contact Beverly Ambrosio at [BAmbrosio@plantation.org](mailto:BAmbrosio@plantation.org)

#### **STEP 1:** Attend Conferences

⇒ Attend three (3) of the past five (5) FPHRA Annual Conferences

#### **STEP 2:** Attend Pre-Conference

⇒ Attend Foundation Seminar to earn 12 credits

#### **STEP 3:** Earn 24 hours of Training Credit, you earn training credits by:

⇒ Attending the “Masters” seminars at the Preconference to earn 12 credits.

⇒ Participating in Regional Workshops/Webinars

\* Training credit is earned at a 1:1 ratio – one (1) hour equals one (1) credit

\* Additional Requirements:

Must be a current FPHRA member employed in a public sector human resource capacity with either an agency, individual, or current associate membership.



**EAF**  
Employers Association Forum

**Your People Experts...**  
Advice & Research  
People Development  
Connections

### **THINGS ARE HEATING UP!**

Temperatures are spiking and the heat index feels like it's over 100 degrees outside! A number of companies employ individuals who may be dramatically affected by these hot conditions. From construction workers and landscaping/yard maintenance employees to delivery personnel and HVAC employees, it's time to make sure policies and practices have been implemented to prevent heat-related illnesses.

Individuals who work in direct sunlight, perform prolonged or strenuous work and/or wear heavy protective clothing are most vulnerable to heat related illnesses such as sunburn, heat rash, heat stroke, heat exhaustion, or heat cramps.

Employers can prevent employees from succumbing to these illnesses by implementing the following practices:

- Require employees to drink water every 15 minutes...even if they aren't thirsty
- Provide more frequent breaks to employees
- Provide shaded areas, if possible, in which employees can take breaks
- Require employees to wear hats and light-colored clothing
- Teach employees and supervisors how to recognize the signs of heat illness and what to do in an emergency.
- Give temporary or newly hired employees an opportunity to acclimate themselves to the hot environment

The Occupational Safety & Health Administration (OSHA) has a web page dedicated to the prevention of heat-related illnesses and they have published a comprehensive chart to help individuals recognizing the symptoms of heat-related illnesses along with recommended first aid.

Now is the time to educate employees and supervisors on how to prevent heat-related illnesses!

*Contributed by the Employers Association Forum, Inc. (EAF). EAF is a non-profit corporate membership-based association dedicated to serving the business and HR communities with world-class HR tools, hotlines & legal compliance, news & trends, surveys & economic data, benefits & insurance, risk management, training & consulting, and leadership & organizational development.*