

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.

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

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.