April 2020

FPHRA NEWS

Florida Public Human Resources Association

Florida Public Human Resources ASSOCIATION

Since 1936

On behalf of the Board Members of Florida Public Human Resources Association (FPHRA), We want to first thank you for the commitment to public service and our profession of Human Resources. We appreciate each of you and we realize each of you are on the frontlines providing guidance and support to your agencies during this COVID-19 pandemic.

This pandemic has caused unprecedented challenges for our world, country, families, and employers and many of us are searching for answers on the appropriate way to respond. We as a Board are also experiencing the effects of this as we consider our 2020 Conference. We are closely monitoring the situation and will plan to announce our decision as developments occur.

In the meantime, we wanted to provide a service to you by making a place for you to share and review COVID-19 policies. This can include Pandemic Pay Policies, Telecommuting Policies, polices on how you've addressed the FFCRA (Families First Coronavirus Response Act), etc. We've always said the strength we have in public sector is our ability to share and exchange information and ideas. We would greatly appreciate all who participate as we learn and grow from this together. We thank you so much for all you do. We are available for questions, comments, concerns via email at board@fphra.org

FORUMS ARE HERE!

Due to our desire to provide a platform for you to discuss and share information concerning how your agencies are addressing the COVID-19 pandemic, we launched our FORUMS feature on our website. We are excited about this feature and hope that it will eventually take the place of our member to member emails. The FORUMS feature still allows us to ask each other questions concerning policies and best practices as we do with the member to member emails. Currently when someone responds to your inquiry, only you receive the response. With FORUMS when people respond to your question, that information is now in the FORUM for others to have access to also. In addition, it will allow us to ask questions to industry professionals such as attorneys and the attorney's response will be 'housed' in the FORUM for anyone to access anytime. Information on how to access the FORUMS section of the website is included in this newsletter.

2020 FPHRA CONFERENCE

We are still making preparation for our 2020 Conference and are intently monitoring the progress of COVID-19. Our conference is July 17-22, 2020 and we are hopeful some degree of normalcy will return before the conference date. Here are some of the things we're working on….

Keynote Speaker - Coach Lisa Gilbert

Lisa G. Gilbert is the CEO and visionary of No-Nonsense Training Solutions, Inc.™. Coach Lisa is a renowned, professional and engaging "no-nonsense" leadership developer, coach and conference speaker who has made a substantial impact on various major businesses. With over 18 years' experience strategically coaching and developing hundreds of individuals, leaders and executives in performance and career growth, she has assisted them with their most critical business challenges to achieve clear and measurable strategic results.

2020 FPHRA CONFERENCE

Conference Location - Grand Hyatt Tampa Bay

NEW CERTIFICATIONS AWARDED

Name	Organization
Patricia Edwin	Pasco County BOCC
Cynthia Lamar	City of Ft. Lauderdale
Rose Digennaro	Pinellas County Tax Collector
Latoya Benton	Manatee County Tax Collector
Mauricio Gonzalez	City of Palm Beach Gardens
Collette Gotte	Solid Waste Authority of Palm Beach County
Margarita Martin	City of Lake Alfred
Ashley Metz	Nassau County Clerk of Courts
Kim Sisco	Tampa Bay Water
Curtis L. Jones III	Palm Beach County Palm Tran

Final Certifications

Maureen Gochee	Town of Lady Lake
Elizabeth Adkinson	City of Indian Rocks Beach

NEW PANDEMIC LAWS

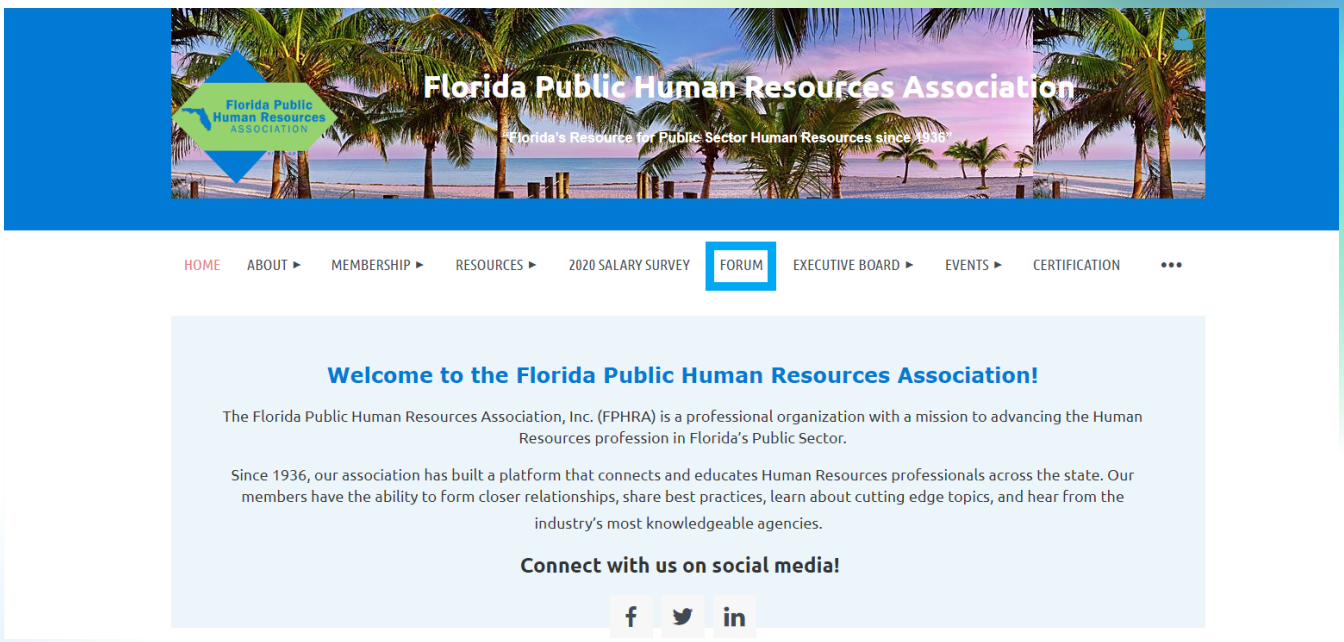
The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

Recently there were new laws passed that outlined provisions of emergency leave and emergency pay for some employees who are affected by COVID-19. One of the requirements is that employers must provide notice of these employee rights. Please find the link to the required employment poster here:

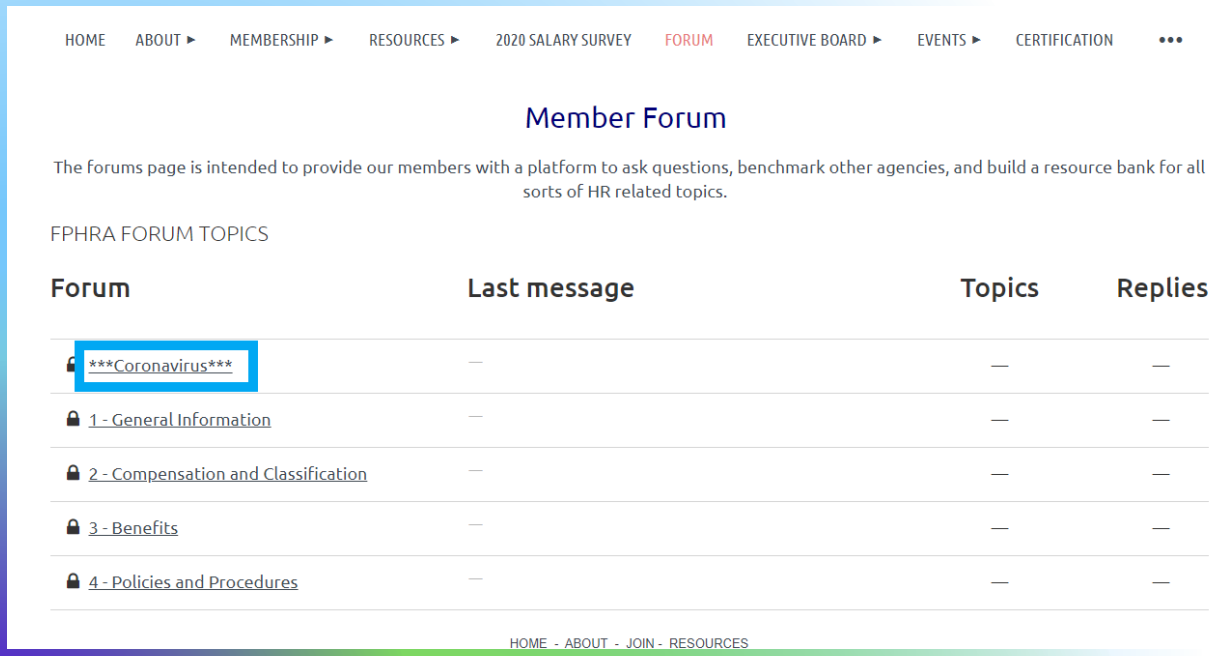
Link to Poster:
https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf

Link to DOL Q & A:
https://www.dol.gov/agencies/whd/pandemic/ffcra-questions

Steps to Post a Topic or Upload a Document



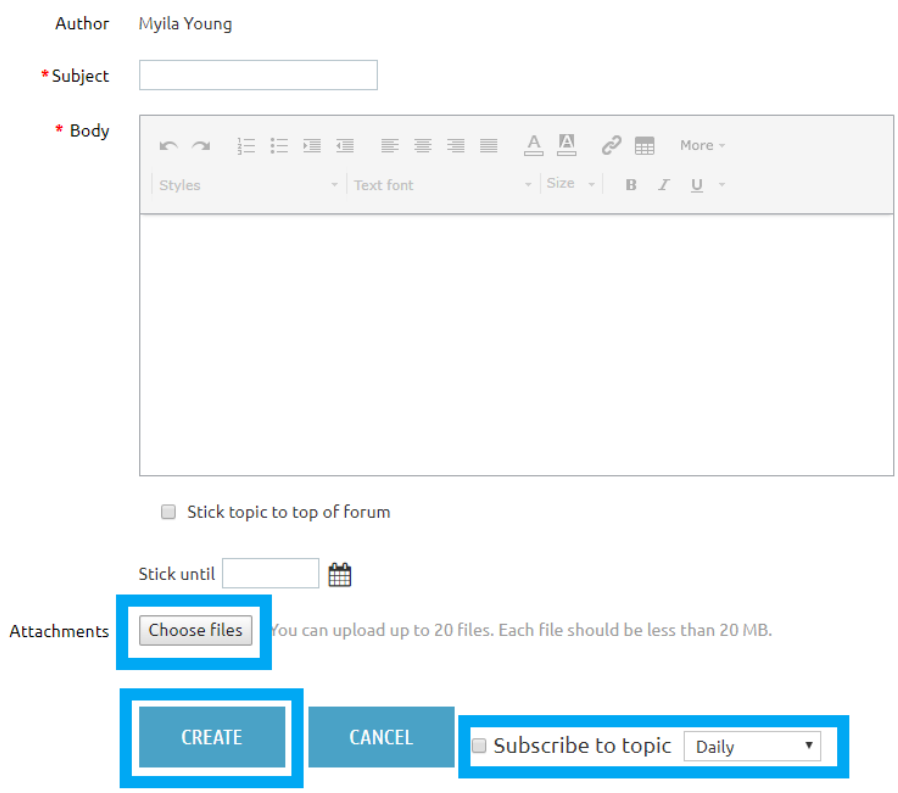
Step 1: Once you log in click on the "Forum" tab.



Step 2: After you click on "Forum", you will be directed to the Member Forum Section of our website. Click on "***Coronavirus***".

Steps to Post a Topic or Upload a Document

Step 3: Click on "CREATE TOPIC".



Step 4: Fill out the "Subject" and "Body" accordingly. Click "Choose Files" to upload your Coronavirus Policies. If you have a question you'd like other members to comment on, you can enter that information here also. At the bottom, you can subscribe to the topic "daily", "weekly", or "immediately" to receive updates. Click "CREATE" once you're done and you have successfully uploaded a document or posted a topic in our "Forum" tab.