



# Florida Public Personnel Association, Inc.

## NEWSLETTER

**FPPA Website: [www.fppa.org](http://www.fppa.org)**

1st Quarter, 2010

### ***LETTER FROM THE PRESIDENT (IN HIS VIEW FROM THE PORCH)***

Happy new year FPPA members! I hope all of you had a wonderful holiday season. I know for many of us it was a difficult year filled with budget issues, layoffs, and other professional and perhaps personal cutbacks. Hopefully, we can give a sigh of relief and then a deep determined breath to meet the challenges for this year with renewed energy and spirit. Keep a positive, steady hand on the tiller, and you'll be fine. Remember, you are never alone.

Coming up this year, I know there have been a lot of travel budget reductions. Even so, I'm going to ask you to still make an effort to get travel approved for the FPPA conference. We had to cut back on our contractual room reservation blocks which required some significant negotiations with several hotels with which we already have contracts. In order to reduce our room block, we had to renegotiate our current contracts as well as commit to future contracts. However, we still need you to attend this year's conference if at all possible. I think once we get a draft of the program, if you take it in to your City/County Manager (or other elected official) and let them know the value of the training, particularly in Human Resource topics in these difficult economic times, it might sell itself. You should also point out the value of the training being **Florida** related and also being in this state.

I'll be sending a letter to each City and County Manager, as well as the Clerks of the Courts and Property Appraisers to encourage them to allow their HR folks to attend the conference. If you would like me to send a letter to your boss, who would not be one of the ones I mentioned, please e-mail me their name, title, and mailing address. I would be glad to try to help. In addition, I'm hoping to reach out to our brothers and sisters in State Government to see if we can draw some of them in as well.

The conference this year will be at the **Marco Island Marriott**. It is a beautiful property right on the beach on the west coast of Florida. We have had several very successful conferences there previously. I know you will like it. Conference dates are **Saturday, July 31st** (pre-conferences) through **Wednesday, August 4th**. The earlier you can make your hotel reservations, the better for the Association for planning purposes. Our Host Committee Chair is **Ana Palenzuela** who works with me at the City of Orlando as our Compensation and Benefits Manager. If you are interested in helping her out, please shoot her an e-mail at [ana.palenzuela@cityoforlando.net](mailto:ana.palenzuela@cityoforlando.net). Your help will certainly be appreciated.

There are expectations of continuing significant HR legislation and court cases for the upcoming year as well as potential health insurance changes. Cost of health insurance, on-site clinics, wellness programs, and new legislation (all good reasons to come to the conference) are going to be important issues for us. We hope to include some articles about these topics from some of our sponsors in the newsletters going forward.

Your Board is rolling out a new look for our website provided by Evergreen, and still partnering with HRMP on the salary survey. We are very excited about the website and our continued participation in the salary survey. Please be sure to give us your feedback.

Another significant item I wish to put before you is a name change. I know, I know. Change is difficult and we have such a tradition with the Florida Public Personnel Association (FPPA) name. However, as you know, our profession has changed over the years, and so should we. I will be proposing a vote of all FPPA members early this year to change our name to the **Florida Public Human Resources Association (FPHRA)**. I think that makes a difference in our ability to attract new members, including hits on a website search. It also gets us "up with the times" in our profession. Now, those of you who know me know that I have been a member of FPPA since around 1988, and I consider myself an "old dinosaur." So.....if I can change, so can you. At any rate, keep an eye out for a vote coming to you soon (electronically). Be sure your membership is up to date so you get to vote!

Well, that's about it for now. Here's to the end of the "old" year (2009) and the hope of better times and blessings for the New Year. Come join me in a rocking chair on the porch. We'll sip some iced tea and chat about old times and bright futures.

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## **NEWS from the President-Elect Tom Neal**

Hi FPPA Members! My newsletter article will address four issues. First, I want to express my sincere appreciation to the FPPA Nominating Committee, Executive Board and Membership for recommending and approving my appointment to the office of President-Elect. Second, one of my primary responsibilities this year is to seek out and get speakers to commit for the conference at Marco Island July 30 to August 4, 2010. To this end, our program is beginning to fill out but I still have some spaces available. To date we are expecting presentations by Wage and Hour Division, Department of Labor, sessions on Classification and Compensation, Retirement Planning and Succession Planning to mention a few. Oh, and of course, everyone's favorite, "The Rosen Report" starring Phil Rosenberg (HR Doctor) and Steve Rosenthal (The Training Tree). Third, please consider volunteering to serve on the many committees where there is a need. If you are interested, please let me know by e-mail [tomneal\\_fppa@yahoo.com](mailto:tomneal_fppa@yahoo.com) and I will send you a volunteer form and a list of committees. Fourth, I want to extend my appreciation to all who attended the conference at St. Augustine. From the comments the Board received, the conference was a huge success made possible by the great group of people in attendance and the Host Committee chaired by Sally Ellison.

I hope all of you have a satisfying and rewarding year ahead. Please plan now to attend the conference at the beautiful Marriott Marco Island Beach Resort; one of our favorite spots and hotels in paradise.

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**VICE-PRESIDENT  
PORTIA DINKINS**

Hello FPPA!

2010 Has Arrived! With pending legislative items that will effect public employers, the ever increasing popularity of social networking websites, and an increase in reform initiatives that impact existing policies, we will all be faced with the prospect of change. In light of this, we would like to increase our efforts by providing more opportunities for members to become knowledgeable in areas that we will surely have to address.

Regional Conferences are a great way to participate in informative, cost effective, and convenient training sessions right in your area. Also, Regional Conference attendance counts towards FPPA Certification, Re-certification and CEU's for many other nationally recognized organizations.

So, how can we make this happen?

It's really very easy. Think about the issues and concerns that are facing you and your colleagues and come up with a relevant topic. Next, find a speaker. Check local forums and HR meetings in your area and make contact with a facilitator. If you can't find a speaker, chances are your fellow members can recommend someone great! Find out rates, fees, scheduling, etc. and provide the information to the Board for review. Once your topic is approved, you would select a venue, and work closely with me, Portia Dinkins, Vice President and Joe Denaro, Treasurer to make the meeting a success. There's a little more to it than that. But, don't worry, we have a step-by-step handbook to guide you through the process with ease.

A great way to "share in the fun" would be to combine your efforts and collaborate (e.g. one agency to host and one agency to coordinate) with a neighboring, centrally located agency. This is a great way to attract more participants, earn credit towards your certification or recertification and participate informative and relevant training sessions.

There is also an added incentive to becoming a Regional Coordinator! Please call me for more information.

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**Academy Director  
Sally Ellison**

This year's conference at the Marriott Marco Island Beach Resort in Marco Island promises to be a very educational experience. For those new members, the Academy, Pre-Conference and Masters Programs are held on the weekend prior to the main Conference.

The Academy is 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 topic will be Classification and Compensation for those HR employees that are looking to establish new positions and review existing ones for appropriate placement.

Whichever track you choose, I’m sure you’ll find the topics and speakers to be very informative. If anyone has any suggestions for speakers, please feel free to contact me at [sally.ellison@manateesherriff.com](mailto:sally.ellison@manateesherriff.com), or by phone (941) 747-3011, ext 2132.

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### Treasury News!

Joe Denaro

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

**David Todd**, Personnel Manager, Pasco County Government, **Malyssa Goldsmith**, HR/Purchasing Manager, Lake County Clerk of Courts, **Eduardo Rodriguez**, Personnel Specialist, City of Coral Gables, **GinNeal McVay**, Human Resources Generalist, Okaloosa County Board of County Commissioners, **Amy Cruz**, Human Resources Specialist, City of St. Cloud, **Beth Oberacker**, Human Resources Manager, Health Care District of Palm Beach County , **Kim Cherbano**, Human Resources Technician, Town of Ponce Inlet, **Kay McCormick**, Human Resources Coordinator, City of Eustis, **Karen Crouch**, Human Resources Technician, City of Eustis, **Joe Flint**, Clerk of Court, Glades County Clerk of Court **Sandra Brown**, Sr. Deputy Clerk, Glades County Clerk of Court , **Maria Luna**, Fiscal Assistant, Glades County Clerk of Court, **Holley Jones**, Human Resources /Accounts , City of Belleair Bluffs, **Nora Carles**, Benefits Specialist , City of Tamarac, **Crystal Hanson**, Human Resources Assistant, City of Oviedo, **Rosilyn Edwards Dickerson**, Human Resources Specialist , City of Lakeland

We are encouraged by your support in renewing your memberships. If you have not submitted your renewal we encourage you to do so as soon as possible. For membership information you can visit [www.fppa.org](http://www.fppa.org) and click on the membership link for membership information and downloading the membership form. Please keep your membership information updated using the membership form which helps us in communicating with you and keeping you updated with the latest activities, news from the Board, Regional and annual Conference updates.

If you need further information regarding your membership don’t hesitate to contact me at [joe.denaro@titusville.com](mailto:joe.denaro@titusville.com). As we look forward to the annual conference located in paradise at the Marco Island Marriott Resort we hope you will plan on attending with us. You can make payment by credit card.

On behalf of the Executive Board we thank you for your continued support and look forward to seeing you at the conference in July.

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**YOUR 2009/2010 F.P.P.A. Board**

**President**

Lee Brown  
HR Division Manager  
City of Orlando,  
400 S. Orange Avenue  
Orlando, FL 32801  
407 246-2057  
407-246-2512 FAX  
Email: [Leland.Brown@cityoforlando.net](mailto:Leland.Brown@cityoforlando.net)

**President-Elect**

Tom Neal  
Retired/Life time member  
7514 Oakvista Circle  
Tampa, FL 33634  
813-249-2188  
813-249-2188 FAX  
Email: [tomneal\\_fppa@yahoo.com](mailto:tomneal_fppa@yahoo.com)

**Vice President**

Portia Dinkins  
Compensation and Benefits Manager  
City of Delray Beach  
100 N.W. 1<sup>st</sup> Avenue  
Delray Beach, FL 3444  
561 243-7154  
561 243-7082 FAX  
Email: [dinkins@ci.delray-beach.fl.us](mailto:dinkins@ci.delray-beach.fl.us)

**Treasurer**

Joe Denaro  
Human Resources Director  
City of Titusville  
555 S. Washington Avenue  
Titusville, FL 32796  
321-383-5820  
321-383-5702 FAX

**Secretary**

Vickie Cannoy  
HR Generalist – Classification & Comp  
City of Lakeland  
228 S. Massachusetts Ave.  
Lakeland, Florida 33801  
863-834-6037  
863-834-6004 FAX  
E-Mail: [Vickie.cannoy@lakelandgov.net](mailto:Vickie.cannoy@lakelandgov.net)

**Academy Director**

Sally Ellison  
Manatee County Sheriff's  
Employment Services Manager  
600 US 301 Blvd W  
Bradenton, FL 34205  
747-3011, ext 2132.  
941-714-7539 FAX  
[sally.ellison@manateesheriff.com](mailto:sally.ellison@manateesheriff.com)

**Immediate Past President**

Bonnie Steinberg  
Human Resources & Risk/Safety Manager  
City of Dunedin  
750 Milwaukee Ave.  
Dunedin, FL 34698  
727-298-3045  
727-298-3052 FAX  
Email: [bsteinberg@dunedinfl.net](mailto:bsteinberg@dunedinfl.net)