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## South Florida Water Management District

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### Governing Board Human Resources & Outreach Committee MEETING MINUTES

October 13, 2010

11:00 AM

District Headquarters - B-1 Auditorium

3301 Gun Club Road

West Palm Beach, FL 33406

Members Present:

**Sandy Batchelor**

**Charles Dauray**

**Jerry Montgomery**

**1. Call to Order** - Jerry Montgomery, Chair

Chair Montgomery called the meeting to order at 11:07 a.m.

Governing Board members Shannon Estenoz, Glenn Waldman and Kevin Powers were in attendance at the meeting.

**2. Approval of Minutes**

Approval of the Minutes for the December 9, 2009, Human Resource & Outreach Committee held in West Palm Beach, Florida

Motion made by Charles Dauray, seconded by Sandy Batchelor, to approve the Human Resources & Outreach Committee meeting minutes of December 9, 2009. Vote called. Voting yes: Sandy Batchelor, Charles Dauray and Jerry Montgomery. Motion passed.

**3. Changes to Agenda** - Annette Carter, Director, Office of Governing Board & Executive Services

There were no changes to the agenda.

**4. HR Solutions Year in Review** - Lourdes Ramos, Director, HR Solutions Department (ext. 6370)

Lourdes Ramos, Department Director for HR Solutions reported on FY 2010 workforce data, department successes and a training strategy:

- The District workforce remained level over the last three years with the turnover rate below 2% in 2009 and just over 3% in 2010. There have been no significant shifts in the representation of women or minorities in the workforce or in management.
- Exit data indicates that retirement still ranks number one as the reason for leaving the District.
- Highlights of the various programs included:  
Taking 20 interns through the 2010 summer program; making enhancements to the career development portal; reporting an increase in the utilization of the recognition program; and outlining employee committee events.

Ms. Ramos presented a budget strategy to increase funding levels for the Districts training program over the next three years.

Mr. Montgomery requested staff bring back a detailed plan on how to use the additional training budget as it ramps back up to the 1% of the payroll budget.

Ms. Wehle reported staff will also bring back a plan for contractor to FTE conversions and a legislative proposal for salary adjustments.

Mr. Montgomery requested a historic return percentage analysis and Equal Opportunity representation data on the Internship Program.

**5. Lake Okeechobee Regional Initiative, Philip Bacon, Collins Center for Public Policy**  
- Deena Reppen, Deputy Executive Director, Regulatory and Public Affairs (ext. 6232)

Philip Bacon, Collins Center for Public Policy, provided an update on the Lake Okeechobee Regional Initiative (LORI), which began in May 2009 and is supported by the Governing Board.

The initiative grew out of the District's discussions with communities south of Lake Okeechobee regarding economic diversification when the U.S. Sugar transaction was under negotiation. The District engaged the Collins Center as an experienced, independent entity to facilitate the discussion and development of a regional approach to economic diversification and Mr. Bacon provided an overview of the progress. Accomplishments to date include expansion of State Road 80 and a regional tourism and marketing effort entitled Lake Okeechobee, Gateway to the Everglades. Mr. Bacon explained the key to success is having a regional approach.

The Governing Board and staff complimented the Collins Center for their work and commitment to the Glades communities. Ms. Wehle also thanked Thom Rumberger for promoting the Collins Center.

Public Comment: Mali Gardener, Mayor of Clewiston, said the partnership with the District and the Collins Center is critical and said it has been a pleasure working with Mr. Bacon over the past year and thanked the Board for their support.

Public Comment: Karson Turner, Hendry County Commissioner, spoke on the partnership between the District, Collins Center and Hendry County. He thanked the Board for being supportive through this process.

Public Comment: Roger Harrison, Economic Development, thanked the Board for their help with this initiative. He said they are building something great and couldn't have done it without the help of the District.

**6. Public Comment**

Public Comment: John Arthur Marshall, Arthur Marshall Foundation, commented on the Pond Apple on Torry Island.

**7. Adjourn**

Chair Montgomery adjourned the meeting at 12:35 p.m.

Motion made by Charles Dauray, seconded by Sandy Batchelor, to adjourn the meeting. Vote called. Voting yes: Jerry Montgomery, Charles Dauray, Sandy Batchelor. Motion passed.

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Jerry Montgomery  
Chairman  
Human Resources and Outreach Committee

Recorded By:

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Cathy Widness  
Administrative Assistant Senior  
Governing Board and Executive Services  
SFWMD