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## South Florida Water Management District

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

January 12, 2009

10:30 AM

District Headquarters - B-1 Auditorium  
3301 Gun Club Road  
West Palm Beach, FL 33406

Members Present:

**Charles Dauray**

**Melissa Meeker**

**Jerry Montgomery**

**Patrick Rooney**

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

Chair Montgomery called the meeting to order at 11:15 am.

**2. Approval of Minutes**

Approval of Minutes from the August 13, 2008, meeting held in West Palm Beach, Florida

Motion made by Charles Dauray, seconded by Melissa Meeker, to approve the minutes of the August 13, 2008 meeting. Vote called. Voting yes. Charles Dauray, Melissa Meeker, Jerry Montgomery, Pat Rooney. Motion passed.

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

Annette Carter, Director, Office of Governing Board & Executive Services, read into the record:

Section 120.525, Florida Statutes, allows the District to change the published agenda for good cause shown, as determined by the presiding officer. Based upon that authority, the Chairman has determined that good cause exists to make certain changes to the Agenda. These changes are being made in order to permit the Committee to efficiently accomplish necessary public business at this meeting and to reflect the items on the agenda that have been requested or suggested to be deleted, revised, supplemented or postponed. These changes have been listed in the Committee Addendum available at the entrance to this meeting room.

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

**a. Governors Initiative - Update**

**b. Status Report**

Lourdes Ramos, Director, HR Solutions Department, presented information on the January 2007 Governor's directive:

This directive was to ensure all government agencies had appropriate policies, standards, and processes in place to address ethics, plain speak, open government and customer service issues and strategies.

Ms. Ramos then provided information about the Customer Service Excellence Training of which 1062 staff have been trained to date.

Ms. Ramos reported on the District's workforce summary, exit interview data for 2008, the HR recruitment tool and performance management system, internship and mentoring programs, modification of a number of recognition programs, and Employee Committee events.

**5. Benefits FY 2009 - Justin Ausanio, Division Director, Risk Management (ext. 6427)**

Aaron Basinger, Director, Finance Administration Department, presented a proposal to modify four components of the District's existing benefits package. Those changes are:

**Sick Leave Incentive Program:** Modify existing program of paying out 40 hours of unused sick leave to 80 hours.

**Sick Leave Separation Program:** Modify current sick leave separation payout program from 25% to 50% on a sliding scale based on years of service.

**Retiree Life Insurance Benefit:** Increase benefit from \$10,000 to \$25,000; Extend benefit beyond age 70; At age 80 benefit continues, but reduces 50% to \$12,500.00.

**Retiree Medical Insurance Benefit:** Modify existing eligibility requirements:  
Current eligibility: Requires 6 years of FRS service and age 62; or 30 years of FRS service and any age.

Tighten eligibility requirements to minimum 6 years of District service and age 62. Reduce the number of FRS years of service for eligibility from 30 years to 25 years- of which 6 years must be District service.

Motion made by Melissa Meeker, seconded by Charles Dauray, to recommend approval by the full Governing Board the following four modifications to the District's existing benefit programs:

- Sick Leave Incentive Program
- Sick Leave Separation Program
- Retiree Life Insurance Benefit
- retiree Medical Insurance Benefit.

Vote called. Voting yes: Charles Dauray, Melissa Meeker, Jerry Montgomery, Pat Rooney. Motion passed.

**6. Public Comment**

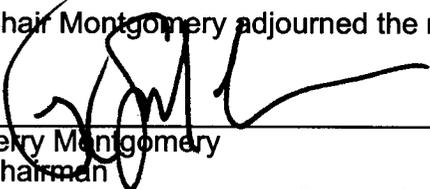
There was no public comment.

**8. Corp of Engineers Leadership Development Program, Final Team Project** Armando Ramirez, Lead Project Manager and Jennifer Leeds, Sr. Scientist (ext. 3739 and 4022)

Jennifer Leeds, Sr. Scientist, Everglades Restoration, presented a project on the 2008 leadership development program work with the Jacksonville District Army Corp of Engineers, on recruitment and retention issues. The final result was an agreement to implement the proposed plan to update their website.

**7. Adjourn**

Chair Montgomery adjourned the meeting at 11:45 am.

  
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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