



International Public Management Association for Human Resources, Western Region
www.wripma-hr.org

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2011-2012 Western Region President Introduction



Excited to wear the hat of President!
By Andrea Cutler, IPMA-CP
Western Region IPMA-HR President

It is with great excitement that I put on the Western Region IPMA-HR President's hat on July 1, 2011. Those that have worn this hat in past years have been selfless, tireless and dedicated individuals who have contributed so much to our profession and our organization and I stand committed to give all I can while serving as your President.

Suffice it to say that if I can accomplish a percentage of what Past President Jeanette O'Quinn has done last year, I will consider my term a success. So many things were done during her term, among them:

- ❖ Much improved communication with Chapter leadership and members
- ❖ Establishment of Committees: 2012 Conference Committee, Awards & Recognitions, Programs & Speakers, Professional Development, Marketing, Chapter Development, Website and Technology Committee, Business Continuity
- ❖ Chapter & Member Development & Outreach
- ❖ Professional and Leadership Development
- ❖ Revisions of the Western Region Bylaws including the definition of operational procedures, among them an electronic voting process for the Second Vice President.

"I stand committed to give all I can while serving as your President."

If we have not yet met, allow me a moment to introduce myself. I have been an active member of IPMA-HR since 1996 and am presently serving on the IPMA-HR Certification Advisory Board.

WRIPMA-HR Key Initiatives for 2011-2012

- 2012 Conference - April 11-13, 2012 - Sheraton Hotel, Phoenix, AZ
- Develop new revenue sources for Western Region IPMA-HR
- Continued improved communication efforts with Chapter leaders and members
- Continue website development
- Continue Chapter development and outreach
- Continue member outreach
- Continue professional and leadership development efforts
- Review bylaws regarding records maintained by Western Region and IPMA-HR
- Develop guidelines for continuity of Western Region operations
- Research, record and commemorate history of Western Region IPMA-HR

WRIPMA-HR Officers for 2011-2012

President
Andrea Cutler
Human Resources Manager
City of Santa Fe Springs
11710 Telegraph Road
Santa Fe Springs, CA
(562) 409-7531
andrea.cutler@santafesprings.org

Past President
Jeanette O'Quin
Human Resources Division Manager
Board of Water Works of Pueblo, CO
319 W. 4th Street
Pueblo, CO 81003
(719) 584-0251
joquin@pueblowater.org

1st Vice President
Kelli Williamson
Human Resources Manager
Otay Water District
2554 Sweetwater Springs Blvd.
Spring Valley, CA 91978

2nd Vice President
Dee Emami
Personnel Management Analyst
County of Ventura
800 S. Victoria Ave. #1970
Ventura, CA 93009

IPMA-HR Events

September 24 - 28, 2011
IPMA-HR International Training Conference & Expo
Chicago Marriott Downtown
Magnificent Mile Hotel
Chicago, IL

October 16-19, 2011
Eastern Region IPMA-HR Conference
Queensbury Hotel
Glens Falls, N.Y.

April 11-13, 2012
Western Region Annual Conference
Sheraton Hotel
Phoenix, AZ

*Have a **news story** for WRIPMA-HR? Contact Jennifer Fairweather at jfairwea@jeffco.us*

Tamara Dixon at

tamara.dixon@cityoflonetree.com

or Marnie Green at

mgreen@managementeducationgroup.com

The deadline for the next newsletter is November 15, 2011.

GOT JOBS?

Post them to the WRIPMA-HR online Jobs Bulletin to reach hundreds of public sector human resources professionals for only \$175!

www.wripma-hr.org/resources.htm



Chapter News!

The Elections Results Are In! Sacramento/Mother Lode Chapter

The Sacramento/Mother Lode chapter by-laws were amended in 2005 to have Officers and Board Members serve 2 year terms with elections off-setting. This year we held our election for our general board members. Four previous board members were reelected. We'd like to welcome our returning board members: Karen Blakely, Human Resources Analyst with the City of Rocklin, Hedy Dehghan, Senior Personnel Analyst with Placer County, Kathy Tinios-Rose, Senior Managing Director of Collaborative Testing Solutions, LLC; and Kelly Tourville, Administrative Technician with Placer County.

We regrettably say good bye to out-going board member, Brody Lorda, Senior Personnel Analyst for Sacramento County. After serving on the board for two years, Brody decided to spend her limited time with the newest members of her family - her absolutely gorgeous twin girls she had in May of this year. Go figure! We wish her nothing but the best and will miss her terribly.

We would like to welcome our newest board member, Mike Willihnganz, Director of Administrative Services with the Placer County Water Agency. Mike brings over 25 years of HR experience to our board. Mike has served in a leadership capacity for a variety of professional organizations including the IPMA-HR, Personnel Testing Council of Northern California (PTC/NC), and the Western Region Intergovernmental Personnel Assessment Council (WRIPAC). Mike is the immediate past president of the International Personnel Assessment Council (IPAC), formerly known as the International Public Management Association Assessment Council (IPMAAC). Mike was the 2003 recipient of IPMAAC's Exemplary Service Award and the 2006 recipient of the Stephen E. Bemis Memorial Award. We feel very fortunate to have Mike serving as the newest member of our team.

The Oregon Chapter has a new Board for 2011-12!

And they are...

Andrea Villagrana - President, City of Wilsonville; Mary Rowe - Past President, Oregon Metro; Janet Newport - Vice President, City of Silverton; Debra Bullard - Treasurer, City of Tualatin; Rob Koch - Secretary; Mark Hunt - Programs Committee; Doug Detling - Newsletter, City of Medford.

San Diego Chapter Elections

The San Diego IPMA Chapter recently elected several new Board members for 2011-12. Congratulations go out to: Jennifer Joslin - Treasurer, Olivenhain Municipal Water District; Janet Fisher - Director of Logistics & Arrangements, S. D. County Employees Retirement Association; and Michelle Deitrich - Director-at-Large, County of San Diego.

We are also excited that several returning Board Members are filling new positions:

Tom Wood - President, Olivenhain Municipal Water District; Jennifer Busckohl - Past President County of San Diego; Tamaryn Boston - Vice President of Membership, City of La Mesa; Jessica Miles - Secretary, Santa Fe Irrigation District; Phylcia Cicalo-Aiken - Director of Programs, S. D. County Employees Retirement Association; Kimberly Medeiros - Director-at-Large, County of San Diego and Rosemary Dries - Director-at-Large, Otay Water District.

The Board also wishes to thank Ashley Kite for several years of service as Treasurer, Penelope Chase as the Director of Programs, Daniel Alvarado as a Director at Large, and Jennifer Busckohl as President for the last 2 years. We appreciate all their hard work and dedication to keep our Chapter strong.

The San Diego IPMA Chapter will continue to meet monthly for our traditional luncheons with relevant topics by dynamic speakers at Tom Ham's Lighthouse Restaurant - a beautiful location on San Diego Bay. We are extremely proud of our 200+ members who continue to support our mission and goals and we look forward to another successful year. Come join us if you are in town, the pictures explain why...!



SCPMA-HR ENDS 2010-11 YEAR ON A HIGH

The team efforts of the Board resulted in the following Chapter accomplishments for the Southern California Public Management Association for Human Resources:

- Four dynamic and engaging educational programs, with attendance ranging from 30 to 70, including these sessions: "Training on a Shoestring;" "Social Media in the Workplace;" "Fitness for Duty: Do's and Don'ts;" and "Labor Negotiations: What are Your Menu Options."
- A robust annual conference with 225 in attendance!
- A 25% increase in membership, which now exceeds 300!
- Our well-regarded IPMA-HR credentialing program, "Developing Competencies for HR Success," which was offered twice and had 46 individuals attending.
- A special half-day workshop on writing, "E-Mails with Impact."
- Expansion of the networking and informational resources available through our website.



Western Region IPMA-HR Seeks Presenters for the 2012 Phoenix Conference

The 2012 Western Region Conference team is now seeking proposals from interested speakers who would like to share their knowledge and experience with our membership. The conference will be held in Phoenix, Arizona on April 10 - 13, 2012.

If you or someone you know would like to be considered as a presenter at the conference, email conference program chair James May james.may@phoenix.gov or committee member Marnie Green mgreen@managementeducationgroup.com to request a copy of the Call for Presenters.

The formal request for presenters will be posted to the Western Region IPMA-HR website by the end of the month. The due date to submit proposals is September 30, 2011.



Congratulations to Our Newly Certified Professionals in the Western Region!

Denise Booth, IPMA-CP
 Human Resources Analyst
 Pierce County
 Tacoma, Washington

Lisa Garrett, IPMA-CP
 Acting Personnel Director
 County of Los Angeles HR Dept
 Los Angeles, California

Sheryl Montgomery, IPMA-CP
 Senior Administrative Analyst
 City of Anaheim
 Anaheim, California

Susan Budzien, IPMA-CP
 Human Resources Officer
 County of San Diego
 San Diego, California

Laura Kirby, IPMA-CP
 HR Management Analyst
 City of Belmont
 Belmont, California

Doreen Telles, IPMA-CP
 Staff Development Specialist
 Health & Human Services Agency
 San Diego, California

Tom Cody, IPMA-CP
 HR Manager
 City of South Pasadena
 South Pasadena, California

Marie Klymkiw, IPMA-CP
 Risk Manager
 City of Covina
 Covina, California

John Dam, IPMA-CP
 HR Deputy Director
 City of San Jose
 San Jose, California

Gary Martin, IPMA-CP
 Director
 Oregon Judicial Dept
 Salem, Oregon

Julie Edmonds-Mares, IPMA-CP
 Assistant Director
 City of San Jose
 San Jose, California

Bazella Caprice McDonald, IPMA-CP
 Personnel Analyst, Civil Service
 City of Long Beach
 Long Beach, California

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Excited to wear the hat of President!

I have served as the 2006 Fellowship Committee Chair, am a certified Trainer for “Developing Competencies for HR Success,” was a trainer for the Competencies “Train the Trainer” (TTT) Workshops and have held the IPMA-CP certification since 2001. I was on the Southern California (SCPMA-HR) Chapter board from 2000-2010, serving in different capacities, including President for two terms. This is my third year serving on the Western Region Board, having served as 2nd Vice President, 1st Vice President, and now serving as President.

The Western Region Governing Board held its Leadership Transition meeting on July 1, 2011 (minutes posted at www.wripma-hr.org). Dee Emami from the Channel Island chapter has joined the Board as 2nd Vice President, since Kelli Williamson from the San Diego chapter vacated that position and became 1st Vice President. Rich Dukellis continues to serve as the Executive Council Liaison.

At the Leadership Transition meeting the Governing Board approved ten key initiatives for 2011-12 (see complete list on page two) a major one being the development of revenue sources for the Western Region. Not unlike many of our agencies, our Board approved a deficit budget this year, and we must work diligently at increasing the revenue side of the equation to ensure the sustainability of our organization.

To assist the Governing Board in accomplishing the key initiatives this year, Don Deanne from the Colorado Chapter and Kathy Scutti from the Southern Colorado Chapter, have agreed to continue serving as Treasurer and Secretary, respectively. Most committee Chairs and members are committed to seeing their committee projects come to fruition, and will stay on. And, since we can always use an extra pair of hands, anyone interested in working on any of the committees is welcome to contact me or anyone on the Board.

Thank you for the opportunity to serve you this year. Your Governing Board and I look forward to a year of new accomplishments and continued progress.

Best regards!

Andrea Cutler, WRIPMA-HR President

Western Region IPMA-HR Launches Programs and Speakers Resource

The Western Region board is pleased to announce the launch of the Programs and Speakers Resource website. The new site provides a central database where members can exchange recommendations for speakers and programs for chapter events. Presenters listed on the site have been vetted by fellow Western Region IPMA-HR members and are available to present to your chapter. Check out the database which is now available on the Western Region website.

The new program planning resource makes it easy for Western Region members and qualified presenters to connect. It also provides a place for chapters and conference planners to share recommendations of presenters who have been successfully received at their events. If you plan programs for your chapter and can recommend qualified, effective speakers to your colleagues, please add them to the database. If you are planning chapter events and/or conferences, please use the list to identify speakers who will meet your needs.