



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

“Sleepless in Seattle” to FISH!

By Jeanette O’Quin, Western Region IPMA-HR President



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Western Region IPMA-HR members had a great opportunity to meet, network and participate in an outstanding program at the IPMA-HR International training conference held in **Seattle, WA October 2-6, 2010**. WRIPMA-HR had an exhibitor booth in the vendor hall staffed by Oregon Chapter member Andrea Villagrana and WRIPMA-HR Board members, Andrea Cutler and Kelli Williamson who shared “SAVE THE DATE” information with attendees regarding the upcoming WRIPMA-HR annual conference in **Portland, OR, April 27-29, 2011**. Mary Rowe, Portland Conference Chair was eagerly passing out embroidered “roses” symbolic for Portland, the “City of Roses”.

A special WRIPMA-HR President’s reception for the WRIPMA-HR members attending the conference was held at the *Tap House* on Monday evening. Andrea Cutler, First Vice President WRIPMA-HR, arranged a wide array of special appetizers while WRIPMA-HR colleagues were able to relax and visit in a comfortable atmosphere. Jennifer Fairweather, Tamara Dixon, Bridgette Charles, Sonja Stanchina and Jennifer Busskohl were just a few of the WRIPMA-HR attendees enjoying the evening out.

Members of the Western Washington Chapter were the perfect hosts to the conference attendees. Ruben Nieto, Betsy Sawyer and fellow Chapter members led the conference attendees with colorful flags through downtown Seattle to a special President’s Reception at the Space Needle where Maggie Whelan greeted attendees to the beautiful sites of Seattle’s evening skyline.

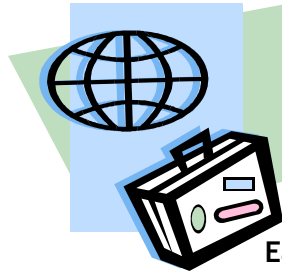
WRIPMA-HR attendees spotted enjoying the conference sessions included Patty Tash, Mila Cosgrove, Marnie Green, Viki Lusk, Eric Marburger, and Douglas Detling. The conference Program Committee, chaired by WRIPMA-HR Board member Phyllis Lynes, planned an excellent conference that was kicked off with Keynote Speaker John Christensen, Author and Filmmaker who created the film “FISH!” which takes place at the Seattle fish market and demonstrates how a workplace can become an atmosphere of fun while delivering extraordinary customer service. The presentation was ***The FISH! Philosophy: Catch the Energy, Release the Potential.***

Other happenings at the conference included an opportunity for me and the Eastern Region IPMA-HR President, Michael Coury to meet and share ideas during a special recognition luncheon. The City of Beverly Hills, East Bay Regional Park District and the San Diego Chapter were also recognized as Award recipients throughout the conference. Richard Dukellis, WRIPMA-HR Executive Council Representative met in a pre-conference meeting with the IPMA-HR Executive Council to discuss the business of IPMA-HR. Please be sure to see Richard’s article in this publication.

“Members of the Western Washington Chapter were the perfect hosts to the conference attendees!”

Western Region Attendees at the 2010 IPMA-HR International Conference

“Mary Rowe, Portland Conference Chair was eagerly passing out embroidered roses -- symbolic for Portland, the City of Roses.”



East Meets West! Michael J. Coury, Eastern Region President & Jeanette O'Quin, Western Region President



Staffing the 2011 IPMA-WR Conference Table



“Andrea Cutler, First Vice President WRIPMA-HR, arranged a wide array of special appetizers while WRIPMA-HR colleagues were able to relax and visit in a comfortable atmosphere.”



Members of 2011 WRIPMA-HR Conference Planning Team enjoying the Western Region Reception.

WRIPMA-HR Reception at the 2010 IPMA-HR International Conference



Congratulations to Our Newly Certified Professionals in the Western Region!

Erika Black, IPMA-CP
CAO Staff Officer
County of San Diego
San Diego, California

Monique Nowlin, IPMA-CP
Personnel Analyst III
County of Ventura
Ventura, California

Tim Clement, IPMA-CP
HR Analyst
San Diego County Water Auth.
San Diego, California

Bruce Gardner, IPMA-CP
Human Resources Director
Town of Queen Creek
Queen Creek, Arizona

Deborah McHenry, IPMA-CP
Human Resources Director
City of Antioch
Antioch, California

Kevin Fridlington, IPMA-CP
Sr Human Resources Analyst
City of Torrance
Torrance, California

Jaymie Liu, IPMA-CP
Human Resources Analyst
City of Huntington Beach
Huntington Beach, California

Stephanie Gallagher, IPMA-CP
Administration Officer II
Ventura County Probation
Ventura, California

Lori Pastucha, IPMA-CP
Ent. Administrative Services Mgr.
City of Anaheim
201 S. Anaheim Blvd Ste 1101
Anaheim, California



Western Region Updates

By Kelli Williamson, Western Region IPMA-HR Second Vice President

Watch for More Information on the Western Region IPMA-HR Awards Nomination Process Coming Soon...

The Western Region IPMA-HR Board has an awards program to recognize agencies and individuals who are stars within IPMA. The Awards Program includes the Muriel M. Morse Achievement Award and the Agency Awards for Excellence.

The Muriel M. Morse Achievement Award is presented to a member of our organization who exemplifies the positive attributes that made Muriel Morse a memorable individual. Among her many leadership positions, Muriel was President of both Western Region and IPMA-US. She retired from the City of Los Angeles as the General Manager of the Personnel Department and continued her career as an adjunct professor with the University of Southern California.

Muriel played an important role in the development of excellence in the City's Personnel Department, but more so in the development of the Personnel Department staff. She was both a model and a mentor, and she relished both roles. She was extremely committed to professional organizations and the values they bring to the workplace. She encouraged her staff to participate and grow within these organizations.

The Agency Awards for Excellence are designed to recognize the overall quality, accomplishments, and contributions of an agency human resources program that exceeds the normal operation of a good government human resources program. The awards will be based on program initiatives, accomplishments, and contributions within a three-year period immediately preceding the nomination.

The Nomination Process opens in January and nominations must be submitted by early March. The Nominations Committee will review the nominations and the final award recipients will be announced at the Western Region IPMA Conference, April 27-29, 2011 in Portland, Oregon.

Watch for an email with more information coming soon and information will be posted on the web site, www.wripma-hr.org, during the nomination process.

We look forward to seeing you at the Western Region Conference and celebrating with the winners of the 2011 Achievement Award and Agency Awards for Excellence.

For further information or if you have any questions regarding the Awards, please contact Kelli Williamson: kwilliamson@otaywater.gov or call (619) 670-2227

Melody Kessler: melodykessler@cox.net or call (760) 295-5221

Andrea Cutler: andreaCutler@santafesprings.org or call (562) 409-7531

NCCIPMA Agency Awards for Excellence

The Northern California Chapter of IPMA-HR (NCCIPMA) is now accepting nominations for the 2010 Agency Awards for Excellence. The NCCIPMA Board of Directors established the NCCIPMA Agency Award for Excellence to recognize the overall quality, accomplishments, and contributions of an agency human resources program that exceeds the normal operation of a good government human resources program. A maximum of three awards may be given in one year - one in each of the following categories, based on the number of employees covered by your human resources program:

(Small agency - under 500 employees, Medium agency - 500 to 1,500 employees, Large agency - over 1,500 employees). The awards will be based on program initiatives, accomplishments, and contributions within a three-year period immediately preceding the nomination. The awards will be presented at the NCCIPMA Spring Conference in March, 2011. Chapter awards may also be submitted to the International IPMA-HR for consideration in their larger award process.

Specific nominating criteria

A. Program Characteristics

Describe the environment in which the human resources program operates. Address specifically: Size (i.e., number of employees served), Types of employees (e.g., clerical, administrative, professional), Union relations, Budget and human resource constrictions, Relationship to Chief Executive Officer, Whether the program is for an operating or central human resources agency

B. Human Resources Program

In each of the major functional areas, describe the specific initiatives, accomplishments, and contributions and their results over the past three years. Specifically identify those accomplishments you consider innovative. If the nomination is for a central human resources agency, describe how the accomplishments have benefited the agencies served. If the nomination is for an operating agency, describe how the accomplishments have benefited the management and employees of the agency.

All nominations should include the following identifying information: Name of agency, Agency head and title, Agency address, Name, title, and address of person submitting the nomination.

Nominations must be received at the address below no later than Friday, February 20, 2011. All nominations will be considered as final entries and are limited in length to a maximum of five pages. Materials will not be returned. The original and three copies of the nomination must be sent to:

NCCIPMA Awards Committee, c/o Roger Wapner

EBMUD MS 601

375 11th Street

Oakland CA 94607-4240 or send your nomination via email (with attachments) to rwapner@ebmud.com

For further information or if you have any questions, please e-mail Roger Wapner at rwapner@ebmud.com or call (510) 287-0380. View past winners here: <http://www.nccipma.org/SFInnovationaward.htm>



Save the Date!

April 27-29, 2011

**Western Region IPMA-HR
Conference**

Portland, Oregon

“Reaching New Heights”

For more information

go to www.wripma-hr.org

Call for Speakers!
***2011 Western Region
IPMA-HR Conference
Portland Oregon
April 27-29, 2010***

***Plans are underway for the Western
Region Conference in Portland April 27 -
29, 2010. Currently on the website you
will find a call for speakers and also a
vendor proposal. If you or anyone you
know would be interested in these
opportunities please direct them to the
website at www.wripma-hr.org***

Chapter News!

Professional Development Workshops 2011

NCCIPMA-HR's Professional Development Workshops are ideal for the new human resources professional and for those wanting to expand their skills into new areas. Each workshop packs all the technical basics of recruitment and examination, classification and compensation, benefits, and labor relations into an intensive, one-day program. Join the growing number of human resource professionals who have relied on NCCIPMA-HR's professional development workshops to ensure excellence in the basic HR functions. Take advantage of these excellent opportunities for networking with other human resource professionals from other public agencies.

The 2011 workshops will take place as follows:

Classification & Compensation

Date: February 3, 2011

Location: Santa Clara County Training and Conference Center in San Jose

Instructor: Joanne Cox, HR Director, Santa Clara County

Labor Relations

Date: March 3, 2011

Location: City of Dublin - City Hall

Instructor: Denyce Holsey, HR Manager, City of Pleasanton

Employee Benefits

Date: April 21, 2011

Location: Dublin San Ramon Services District in Dublin

Instructor: Michelle Gallardo, Human Resources Supervisor, Dublin San Ramon Services District

Recruitment & Selection

Date: May 19, 2011

Location: City of Dublin - City Hall

Instructor: Steve Harman (Retired HR Director), MPA, IPMA CP and Associate, ADHR Consulting

Complete description and registration information here: <http://www.nccipma.org/pdwNew.htm> or email webmaster@nccipma.org.



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

Tamara Dixon at

tamara.dixon@denvergov.org

or Marnie Green at

mgreen@managementeducationgroup.com

Deadline for the next newsletter:

February 15, 2011.

The Colorado Chapter has enjoyed two separate professional development opportunities in October and November. In October, we co-sponsored the Summit for Professional Growth presented by the City of Englewood. This was a 4-day training event bringing together professionals from public agencies around the Denver Metro area. They engaged in various topics. The event was topped off by a keynote from nationally recognized speaker Laura Stack. In November, our members learned how to think creatively under pressure by attending "What Would MacGyver Do?" presented by HR Professional Christine Gust, MBA and Doctor of Naturopathy. We have half-day meeting coming up on December 9 on the topics of "Engagement and Performance Management", "Communication as the CORE Driver of Employee Involvement and Motivation" and "The Benefits of Internships" presented by University College at the University of Denver.

Channel Islands Chapter Hosts Professional Development

In mid-September 2010, the Channel Islands Chapter conducted the recently updated IPMA-HR "Developing Competencies for HR Success" course in Ventura, California. Pictured (to the right) are the course participants and the trainers Dee Emami, IPMA-CP and Fred Weiner, IPMA-CP.

For information on how your chapter can conduct the Developing Competencies course, contact Western Region Board member, Fred Weiner at:

fweiner08@yahoo.com



SCPMA-HR is Pleased to Announce an Exciting Training Opportunity

“Developing Competencies for HR Success”

"Developing Competencies for HR Success" is an advanced 4-day training program to help you become an expert on the twenty core human resource competencies contained in the IPMA-HR Competency Model. This program will also familiarize you with the roles of Business Partner, HR Leader, and Change Agent using the IPMA-HR model.

This program allows you to:

- Network with fellow HR professionals from various agencies
- Enhance your knowledge and skills
- Advance your career
- Receive industry-wide recognition
- Obtain certification through IPMA-HR as a Certified Professional (IPMA-CP) or a Certified Specialist (IPMA-CS).

When: February 3rd, 4th, 17th, and 18th - 9:00 a.m. to 5:00 p.m.
Location: City of Monterey Park – Human Resources Training Room
320 West Newmark Ave
Monterey Park, CA 91754
Cost: SCPMA-HR Members \$475; Non-Members \$500
Registration Deadline: Tuesday, January 18, 2011

A continental breakfast and lunch will be provided each day.

To register please visit www.scpma-hr.org

Spaces for this program are limited!

IPMA-HR

- Encouraging excellence among public sector human resource employees
- Promoting member education
- Developing the next generation of leaders

“Developing Competencies for HR Success”

Program Registration Form

Name _____

Agency _____

Address _____

City _____ State _____ Zip _____

Telephone _____ Fax _____

E-mail _____

IPMA-HR Membership Number _____

Chapter Affiliation _____

If paying by check, make checks payable to SCPMA-HR.

Any transportation, hotel, and other costs shall be the responsibility of each participant and/or their respective agency.

**PAYMENT MUST BE RECEIVED
by Tuesday, January 18, 2011.**

**CANCELLATION-REFUND POLICY: All cancellation requests must be in writing to
Sharmeen Bhojani (sbhojani@ci.irwindale.ca.us) and received by January 10, 2011, to
qualify for a refund. Cancellations received after January 10, 2011 are non-refundable. No
shows are non-refundable.**

Executive Council Update

By Rich Dukellis, Western Region IPMA-HR Executive Council Representative

IPMA-HR is governed by a fourteen person Executive Council, consisting of seven elected positions - President-Elect, President, and Past President; one Regional Member from each of the Association's four Regions; and includes seven at-large appointed representatives. In addition, there are a number of committees and task forces that assist in guiding the direction of the association in all of its various functions.

As the Western Region representative, and member of the IPMA-HR governing body, I participate in two scheduled executive council meetings during the year and other meetings and activities as scheduled. The Executive Council members have contact with each other throughout the year, usually by email or phone, as needs and issues dictate. I have been on the Finance Committee which reviews and recommends to the executive council for consideration.

In addition, the executive council is tasked with assignments throughout the year. The regional representatives worked collaboratively earlier this year to review the services provided by the regions in order to better communicate the roles of the region and support the chapters and members within each region. Regions are governed by a regionally elected board. The projects, activities and priorities of each region is determined at the regional board and based on local direction. The regional reps found many similarities in services and activities but also a diversity and uniqueness in activities. All of the regions have been striving to more clearly communicate with members of the activities, training opportunities and opportunities available to members within each region.

The Western Region is the largest region, by numbers of individual IPMA-HR members, numbers of chapters and by the sheer size of the geographical area served. The Western Region has challenges in providing services just based on the scope of the huge area served. Training conferences are often rotated (Denver '09, San Diego '10, Portland '11 & Phoenix '12) throughout the region to allow the various sectors to be served. Sharing of experiences and practices among the regional representatives assists the regions to consider the success stories of the counterpart regions and implement services as appropriate...and how to better serve the chapters, chapters' leadership and regional members.

Recent items addressed by the Executive Council include monitoring finances and maintaining services in a tough economy. The Association remains strong and continues to provide programs, products and services that further the IPMA-HR mission. This has included providing professional development programs, serving as the voice in Washington for public sector HR, growing internationally, providing awards and scholarships as well as providing professional support and resources.

The Executive Council considered extensively during the past year of conducting joint conferences with the regions though found conducting such conferences difficult to coordinate and not in the best interest of the regions. The Executive Council is highly interested in providing training in the form of an HR certificate program which will be introduced in 2011. This will provide a layer of training that does not exist today within the organization. Being sensitive to the economy, the recertification process was temporarily reduced to requiring only 40 points rather than the previous 50 points. This should assist our members in maintaining certification when there have been reductions to local training budgets.

The next IPMA-HR Executive Council is scheduled for March 2011 in Alexandria, Virginia. I will be distributing the Western Region Report to the Executive Council along with the Executive Council minutes to the chapters later in March.

Please feel free to contact me if you have items to be considered for discussion at the next Executive Council. The agenda is set in advance and the council members can bring forward either agenda items or share regional information with the rest of the Executive Council. Thanks to all for your support of the Western Region and support of the Executive Council's activities to communicate and support the chapters and promote the activities of the Western Region throughout the region.



IPMA-HR Events

February 15-May 3, 2011

[Developing Competencies for HR Success](#)
Online Course

April 17-20, 2011
[IPMA-HR Southern Region Conference](#)
Hyatt Regency
Louisville
Louisville, KY

April 27-29, 2011
[IPMA-HR Western Region Conference](#)
Portland, OR

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