



CIPMA

CHANNEL ISLANDS PUBLIC MANAGEMENT ASSOCIATION - HUMAN RESOURCES

Message from the CIPMA President, Nancy Rasmussen:

Thanks for a great year as your CIPMA-HR President 2005-06. First of all, I want to thank the Board members for all their work this year to keep CIPMA-HR running in an innovative and smooth fashion. Second, thanks to all CIPMA-HR members in supporting CIPMA-HR as your professional organization of choice for public sector HR by renewing your membership and attending meetings. Finally, I encourage all members to get involved in a Committee, to serve on the Board for your own professional growth (great for resumes), or to support up and coming HR professionals. Again, thanks for the opportunity to lead the organization this past year.

To the outgoing Board:

Monique Nowlin – Vice President

Thanks for all your efforts, and those of the Program Committee members, Tracey Pirie and Connie Styrwoll, in bringing a great variety of programs to the membership. Your energy and enthusiasm resonates at each meeting.

Elena Keenan – Secretary

Thanks for keeping us on track this year with the Board minutes, membership renewals, meeting notices, meeting reservations, check-ins at meetings, and the list goes on and on. The Secretary is a BIG job and we do appreciate all your support this year.

Armand Paez – Treasurer

Thanks for keeping our books up-to-date and giving us a healthy financial report at each Board meeting. You faithfully made our meetings to register members and guests this past year. The only exception was the day your son was born when you went beyond the call of duty and recruited your staff to take over for you at the March meeting.

Jamie Cross – Communications Officer

Thanks for taking on the Communications Officer job this year. You have delivered the membership a newsletter each quarter to keep everyone informed about CIPMA-HR. Also, you formulated the changes to CIPMA-HR website to meet the national standards.

Kelly Shirk – Member at Large

You always come through for what CIPMA-HR needs to keep us going. You found us a Vice President, Monique Nowlin, with great vitality for 2005-06. Next, you recruited someone to conduct the audit of our books. During the year, you've worked on increasing our membership. And finally, you found a nominee for Secretary, Donna Smith, for 2006-07. Thanks for always being there!

Jenny Roney – Member at Large

After surveying the membership for their ideas on meeting locations, you found a new, regular meeting location for CIPMA-HR this year. Now members know where we meet regularly. The Marriott offers a great menu at a reasonable price for our members. Thanks for your efforts to make us more professional!

Cheryl Johnson – Past President

Thanks for your efforts to connect CIPMA-HR with SCPMA-HR this past year. Hopefully, we will see your vision for a joint annual conference in 2007.

Accomplishments:

This year the Board worked diligently to:

- provide a variety of programs of interest
- update the By-laws to reflect the national organization's change in name to CIPMA-HR and to add a Communication and Membership Officers to the Board
- identify a new, regular meeting location in Ventura (centrally located)
- provide quarterly newsletters for the membership
- update the CIPMA-HR website to national standards
- transition the CIPMA-HR website maintenance to Ventura County Computers

To the New Incoming Board – Future Goals:

The election process for the 2006-07 Board is currently in progress and will be completed prior to the New Year beginning on July 1, 2006. For the new Board, I recommend the following goals in 2006-07 for your consideration:

- adopt a Budget for 2006-07,
- join with SCPMA to offer an annual conference in Ventura County,
- coordinate the Western Region Conference in Ventura County,
- offer the Developing Competencies for HR Success Training for our Chapter for members to become certified HR professionals by IPMA-HR, and increase membership and formalize the welcoming of new members.

Workforce Planning - Best Practices in the Public Sector

Workforce planning is a crucial step for HR. With the aging workforce and the need to find competent talent to fill high-level positions, public agencies in particular cannot afford to wait until there is a crisis.

However, the results of the 2004 IPMA-HR Benchmarking Survey revealed that few organizations are engaged in this process. To make it easier for IPMA-HR members to start their own workforce planning process, the Benchmarking Committee has posted summaries of five best practice organizations to the Web site.

Three counties-Fairfax, Virginia, Riverside, California, and Los Angeles are featured, as are two states, Pennsylvania and New Jersey. The Benchmarking Committee identifies best practices through the survey and relies on criteria that were defined during the first survey in 1998.

For more information, visit the best practices page <<http://www.ipma-hr.org/index.cfm?navid=127>> of the IPMA-HR web site. Members may access the write-ups for free by logging in at the top of the site and selecting the 2005 best practices from the left hand column.

MSPB Outlines Criteria for Success When Designing an Effective Pay for Performance Compensation System

"Federal Government agencies are moving to better align pay with performance and create organizational cultures that emphasize performance rather than tenure," noted U.S. Merit Systems Protection Board <<http://www.mspb.gov/>> (MSPB) Chairman Neil A.G. McPhie in the MSPB's recent report, Designing an Effective Pay for Performance Compensation System <http://www.mspb.gov/studies/rpt_03_06_pay_for_performance/index.htm>.

"However," he also advised, "agencies must invest time, money, and effort in the design of their pay for performance compensation systems in order to succeed." To help agencies understand the critical prerequisites to success and key decision points, the MSPB conducted a review of professional and academic writings on the topic of pay for performance and summarized the research findings in this user-friendly guide. *(Continued to next page.)*

One key finding in the report revealed that to achieve success, agencies must devote substantial resources to make pay for performance work. In addition to the funding necessary to support meaningful performance-based pay increases, effective pay for performance systems also require credible performance evaluation systems and supervisors who are able and willing to accurately assess performance and distribute pay increases accordingly.

Hence, agencies must carefully select and train supervisors to ensure they play this critical role. Agencies will also need to conduct ongoing evaluations of the pay system to ensure that the outcomes of the pay system are fair.

The report notes that although the requirements listed above are universal, the long-standing merit principles of providing "equal pay for work of equal value" and "appropriate incentives and recognition for excellence in performance" are best met by agencies designing pay for performance systems to suit their individual missions, workforces, and circumstances. Accordingly, *Designing an Effective Pay for Performance System* discusses the important choices that agency leaders will make during the design and implementation of a pay for performance compensation system. According to Chairman McPhie, "this discussion is intended to help agency leaders better understand how they can adapt pay for performance systems to their organizations and to help them choose wisely among alternatives for measuring and rewarding performance."

The MSPB <<http://www.mspb.gov/>> is an independent, quasi-judicial agency with responsibility for deciding federal employee appeals from personnel actions taken against them, protecting the integrity of the civil service and other federal merit systems, and conducting studies of the civil service and other merit systems in the Executive Branch.

City of Virginia Beach and Justice Department Settle over Entry Level Police Exam

In February 2006, the United States Department of Justice investigated claims that an entry level math exam given to police officer candidates discriminated against blacks and Hispanics. The math exam is part of the National Police Officer Selection Test used nationwide.

The Justice Department alleges that the exam has an adverse impact on blacks and Hispanics based on the number of candidates who pass the exam. Over the period of time in question, from 2002-2005, 85 percent of white applicants passed the math test but only 59 percent of black and 66 percent of Hispanic applicants passed.

On Monday, April 3, the city of Virginia Beach agreed to change the way the exam is scored. Prior to the agreement, police recruits needed to score at least a 70 on the math exam in order to be considered. Now recruits must score at least a 70 on the grammar and reading sections and must score an average of 60 on all three parts.

Also as part of the agreement, the city will allow the 124 candidates who failed the math test between 2002 and 2005 but would have passed under the new requirements to be considered for the police officer positions. Additionally, the city will provide monetary compensation to those candidates. The amount awarded each individual will depend on the number of claims made out of a total of \$160,000 set aside for this purpose.

The National Police Officer Selection Test is used by many jurisdictions, including other Virginia cities and counties. However, the issue in Virginia Beach had to do with the scoring of the exam and not necessarily the content, which is described as an eighth grade level math test.

(Source: IPMA-HR HR Bulletin - 4/7/06 Issue)

EEOC Issues Guidance on Race and Color Discrimination

On April 19, 2006, the Equal Employment Opportunity Commission (EEOC) added a new section to the Compliance Manual on race and color discrimination. In addition to the guidance, the section also includes questions and answers.

"This comprehensive guidance will assist employers, employees and EEOC staff in understanding how Title VII applies to a wide range of contemporary discrimination issues," said EEOC Chair Cari M. Dominguez. *(Continued)*

The new materials cover issues related to evaluating allegations of discrimination, providing equal access to jobs through the recruitment, hiring and promotion processes, and addressing harassment and retaliation.

The question-and-answer section addresses the same topics and includes specific examples. The recruitment and selection includes the following:

* Job advertisements - Generally, employers should not express a racial preference in job advertisements. Employers can indicate that they are "equal opportunity employers."

* Employment Agencies - Employment agencies may not honor employer requests to avoid referring applicants of a particular race. If they do so, both the employer and the employment agency that honored the request will be liable for discrimination.

* Word-of-mouth employee referrals - Word-of-mouth recruitment is the practice of using current employees to spread information concerning job vacancies to their family, friends and acquaintances. Unless the workforce is racially and ethnically diverse, exclusive reliance on word-of-mouth recruitment should be avoided because it is likely to create a barrier to equal employment opportunity for racial or ethnic groups that are not already represented in the employer's workforce.

* Homogeneous recruitment sources - Employers should attempt to recruit from racially diverse sources in order to obtain a racially diverse applicant pool. For example, if the employer's primary recruitment source is a college that has few African American students, the employer should adopt other recruitment strategies such as also recruiting at predominantly African American colleges to ensure that its applicant pool reflects the diversity of the qualified labor force.

Access the Compliance Manual online by clicking here: <<http://www.eeoc.gov/policy/compliance.html>>. Scroll to the bottom of the page to see the most recent addition on color and race discrimination.

Source: IPMA-HR HR Bulletin Issue 4/28/06

IPMA-HR International Training Conference Set for October 7-11, 2006

Make plans now to join your public sector human resource colleagues from across the country and around the world for the IPMA-HR 2006 International Training Conference in Las Vegas, Nevada at the Flamingo Hotel October 7-11, 2006. This year's theme is "Solving the Generational Puzzle: Making the Pieces Fit."

The conference will feature hands-on pre-conference workshops and three full days of sessions that will offer real world insights, techniques and methodologies pivotal to the increasing demands on the HR professional. You'll have more than 35 sessions to choose from that will cover various topics in the areas of improving tactical HR skills, and strategic HR and leadership development.

The conference also offers plenty of opportunities for networking and peer discussions. Delegates can meet IPMA-HR members and other participants during the Products and Services Expo, evening events and a number of informal social gatherings hosted by IPMA-HR and the local chapter.

The conference will feature keynote speakers Lynne Lancaster, a classic Baby Boomer and David Stillman, an entrepreneurial Generation Xer, who have built a national reputation by exposing the sometimes frustrating, often hilarious, and always thought-provoking pitfalls created by generation gaps in the workplace and marketplace. Other featured speakers will include humorous motivational speaker Charles Petty, Ph.D., CSP, CPAE, who will speak about the difference in mindsets of each generation, the origin of mindsets and the implications these mindsets have for business and industry as well as for one's personal and professional lives; Ed Barlow, an international known and respected futurist and the president of the consulting firm Creating the Future, Inc., who will speak on the topic of "Reinventing Your Organization's Human Resource Approach in a Continuum of Generational Change; accomplished speaker and seminar leader Pearl Rovaris-MacDonald, a graduate of the University of Kansas with a degree in psychology who will speak about "Bridging the Generational Gap in the Workplace; and Doug Robinson, president of the institutional investment firm RCM Robinson Capital Markets, who will speak on the topic, "Demographic and Market Cycles: The Economic Effects of the Baby Boom Generation." (Continued)

Pre-Conference Workshops Begin October 7th:

Come to Las Vegas early and make the most of your conference experience. This year, IPMA-HR will offer five informative workshops starting on October 7th. These highly interactive, hands-on programs are a great value starting at \$150 (click here <<http://www.ipma-hr.org/conference/display.cfm?confid=10&bid=2>> for pricing information). You will get the most education for your time and money when adding these workshops to the sessions offered during the conference. The October 7th pre-conference presenters Sandra Biloon, IPMA-CP, labor mediator and arbitrator; Dick C. Heil, IPMA-CP, a consultant with The Curtis Group; and Bruce Lawson, IPMA-CP, president of Fox Lawson & Associates will speak on the topics of "Managing Employee Performance as a Human Resources Business Partner" and "Managing Classification/Compensation in a Broadbanding Environment. A third pre-conference workshop on October 7th will address the negotiation process.

The October 8th pre-conference workshops will focus on the topic of "Performance-Based Pay & Performance Management," which will be presented by Jim Fox, partner, Fox Lawson and Associates, and "Job Analysis," which will be presented by Michael A. Willihnganz, IPMA-CP, senior manager-test development, CPS Human Resource Services.

For more information about the IPMA-HR 2006 International Training Conference, click here <<http://www.ipma-hr.org/conference/display.cfm?confid=10&bid=1>> or call (703) 549-7100.

(Source: IPMA-HR International News April 2006)

Up & Coming Conferences:

June 25-28

Annual IPMAAC Conference on Personnel Assessment

"Winning thru Assessment: 30 Years of Adding Value to Organizations"

The Riviera Hotel & Casino

Las Vegas, NV

Contact Carrie Hoover at choover@ipma-hr.org <<mailto:choover@ipma-hr.org>> for additional information.