

CIPMA-HR PROGRAM MEETING MINUTES

September 9, 2009

MISSION STATEMENT

The mission of the CIPMA-HR is to optimize organizational and individual performance in the public service by providing human resource leadership, professional development, information and services.

The Channel Islands Public Management Association – Human Resources (CIPMA-HR) is the local chapter that covers the Tri-County area: San Luis Obispo, Ventura, and Santa Barbara Counties.

OBJECTIVES

The objectives for the Channel Islands Chapter are:

- To provide an opportunity to HR professional to meet and discuss current issues and to provide education and development on such issues.
- To be a part of the International Public Management Association for Human Resources, assuming their guidelines and representing agencies in our area.
- To network with other public agencies, sharing new ideas and serving as a resource for those in our area with like challenges.

I. **Welcome** – by Dee Emami

II. **Announcements**

- Dee welcomed everyone to the first CIPMA-HR half-day program! The program was attended by approximately 65 individuals.

III. **Program** – “Classification & Total Compensation” presented by Debbie Owens and Tameka Usher of CPS.

- The program included an introduction to classification and its value to other Human Resources processes, the process of classification and compensation, the nature of work within job families, different job classification levels, basic allocation factors, a discussion of total compensation elements, data analysis as well as other quantitative and qualitative analyses which are important to consider in total compensation. Case studies were included as well as sample reporting methods.

IV. **Adjourn** – Next scheduled meeting to be announced. Sherri Paniagua of the City of Oxnard won the drawing for a complimentary lunch at our next meeting. Congratulations!