



# CIPMA-HR

CHANNEL ISLANDS PUBLIC MANAGEMENT ASSOCIATION – HUMAN RESOURCES

**JANUARY 2011**

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## MESSAGE FROM THE PRESIDENT

Happy New Year! May you all have a prosperous and successful 2011. In September our chapter offered a Competencies Training Class that had 18 graduates. Deanna Weik recently completed her certification and I look forward to enjoying the successes of the rest of our class.

The Board also reviewed survey results at the December Board meeting. Board members would like to extend a big thank you to all of those who took time to respond to the survey. The survey's theme was "What changes (if any) would mean you would be more likely to attend meetings?" Survey results submitted by 17 members gave the Board several interesting topics for possible future meetings or training sessions. A summary follows below.

- 1. If you are not attending CIPMA-HR Channel Islands Chapter meetings regularly, what are the reasons why? Please check all that apply:** Location (3), Expense (3), Topic (5), Food (3) and one member shared "Stuff happens at work." (Several responses indicated NA or that they were attending.)
- 2. What time of day would you prefer the meeting be held?** The following answers were submitted: Noon (1), Same Time (8), Lunch (6), Breakfast (2) and Lunch, Morning, or Early pm (1).
- 3. How long would you like the meetings to last?** Members responded: Same (4), 1 hour (2), 1-1 ¼ hour (1), 1.5 hour (1), 1-2 hours (4), 1.5-2 hours (3) and 2 hours (2).
- 4. How many times a year would you like to have meetings?** Submissions were: 6 times per year (9), 6 or more times per year (1), 4 times per year (3), Monthly (1) & Quarterly or every other month (1).
- 5. Are the topics presented relevant to your career development and training needs? If no, why not?** Yes (11), Usually, and/or as long as they are timely (3) and the rest were speechless.
- 6. What other topics you would like to see presented?** Hot button items (1), Legal updates at the start of the year (1), Bargaining when there is no money (1), More disciplinary procedures (1), LOA in depth-FMLA, CFRA, etc. (1), Compensation (2), Retention (1), Work restrictions, light duty, modified duty (1), Recruitment (1), VCERA and future retirement (1), Reasonable accommodation process/ interactive meetings (1), Employee recognition (1), Experts provide employer do's and don'ts (1) and Procedures for volunteers (1)
- 7. What topic(s) would you like to see presented in a "roundtable" format where other members answer questions and share resources?** Share oral board raters (1), Share what works for retention (1), Labor Relations (1), Status of individual organizations (1) and Negotiations updates, tips and tricks on what works (1).
- 8. How can we improve networking capabilities for you?** Provide a list of members with contact information every 6 mos. (1), Works fine (2), Plan other events where members could meet (1), Electronic member list (1), Continue email (1), Speed dating: discuss our expertise for 5 minutes (1), Business card swap (1), Publish list with member names, titles, agency, phone and email (1), Send more information out to the group (1), Ability to network

on CIPMA website (1), Intermix members so everyone doesn't sit by a co-worker (1), Have introductions along with areas of expertise shared (1), Ask group to identify their needs and have others offer possible solutions (1) and last but not least, Share contact information roundtable style (1).

9. **Is the River Ridge Golf Course meeting location acceptable? If not, why?** Yes (11), No (0), Rotate throughout Ventura County (1), OK, lots of space, easy to park (1), Located too far from 101 corridor (1) and It's just ok, I like the Marriott better (1).
10. **Do you have another city and/or meeting location to suggest?** None (6), Ventura (2), Camarillo (1) and Depends on time of day (1).
11. **If the meeting expense were less than \$25 would you attend meetings more frequently?** Yes (7), No (5), Maybe (1) and Luncheon \$25, company priceless...(1)
12. **Are you satisfied with the quality and variety of the food at River Ridge Golf Course?** Variety o.k. (11), Variety not o.k. (1), Quality o.k. (9), Quality not o.k. (4), O.k., but desserts are weak, with the exception of carrot cake which is yummy (1), No sandwiches please (1), Yes, but no chicken please (1), No, it's like a bad wedding ☺ (1), Prefer restaurant (1) and Overpriced (1).
13. **Are you interested in the training program "Developing Competencies For Success" for professional certification?** Yes (3), No (5) and 5 responded that they have already completed it.
14. **Is there anything else you would like the board to address:** No (4), Bring in other local training, classes (1) and the rest of you were uncharacteristically silent.
15. **Would you like to volunteer to serve on the Board?** No (7), Depends on the time involved (1), many chose not to respond and 2 brave souls offered to be a part of the Board.

Dee Emami



## CERTIFIED CORNER

In mid-September 2010, our chapter conducted the IPMA-HR Developing Competencies for HR Success training course. Trainers Dee Emami, IPMA-CP (our very own Chapter President), and Fred Weiner, IPMA-CP, lead the class of 18 through the four-day training. The course is designed to prepare individuals for the IPMA certified professional exam. Pictured below are the course participants and trainers.



At the core of the IPMA-HR certification program is an appreciation of the importance of HR competencies. If you or any member of your staff desires to become certified as an IPMA-HR Certified Professional (IPMA-CP) or an IPMA-HR Certified Specialist (IPMA-CS), learning the concepts that are the foundation of this course is a necessary step.

Visit [www.ipma-hr.org](http://www.ipma-hr.org) to learn more about IPMA-HR's Developing Competencies for HR Success, or contact IPMA-HR, either by e-mail at [training@ipma-hr.org](mailto:training@ipma-hr.org), or by phone at (703) 549-7100. If you would like another local class to be conducted, please contact Dee Emami at (805) 654-3600 or via email at [dee.emami@ventura.org](mailto:dee.emami@ventura.org).

*Congratulations to these newly certified individuals!*

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

Stephanie Gallagher, IPMA-CP  
Personnel Analyst II  
County of Ventura - HSA

Deanna Weik, IPMA-CP  
HSA Senior Administrative Manager  
County of Ventura - HSA

## MEMBERSHIP

### BECOME A CIPMA - HR MEMBER

It's time to renew your CIPMA-HR membership. CIPMA-HR members are key executives, managers, supervisors, and related professionals responsible for a variety of human resources functions for federal, state, and local governments in the Tri-County area: San Luis Obispo, Santa Barbara and Ventura Counties.

Annual dues are \$50 if you are a current IPMA-HR National Member or \$85 for non-IPMA-HR Members. A \$5 discount is offered to those who pay before March 15<sup>th</sup> of each year.

If you are interested, please complete the membership application attached to this newsletter and mail it along with a check made out to Channel Islands Public Management Association - Human Resources (CIPMA-HR), to:

Joan Archer, CIPMA-HR Membership Officer,  
City of Moorpark – HR/Risk Management Division,  
799 Moorpark Ave.,  
Moorpark, CA 93021.

Or bring your completed form and check to our next luncheon meeting!

For more information about membership, contact Joan Archer by e-mail: [jarcher@ci.moorpark.ca.us](mailto:jarcher@ci.moorpark.ca.us)

Members should also join the International Public Management Association for Human Resources (IPMA-HR). The application is available on the IPMA-HR website. [http://www.ipma-hr.org/sites/default/files/pdf/mem\\_app.pdf](http://www.ipma-hr.org/sites/default/files/pdf/mem_app.pdf)



## CIPMA-HR BOARD MEMBERS

President –	Dee Emami County of Ventura <a href="mailto:Dee.Emami@ventura.org">Dee.Emami@ventura.org</a>
Vice President -	Mary Jo Spencer County of Ventura <a href="mailto:Maryjo.Spencer@ventura.org">Maryjo.Spencer@ventura.org</a>
Secretary -	Shelly Howell Conejo Recreation & Parks District <a href="mailto:showell@crpd.org">showell@crpd.org</a>
Treasurer -	Donna Smith Ventura County Sheriff's Office <a href="mailto:Donna.Smith@ventura.org">Donna.Smith@ventura.org</a>
Communications -	Patty Booker County of Ventura <a href="mailto:Patty.Booker@ventura.org">Patty.Booker@ventura.org</a>
Membership -	Joan Archer City of Moorpark <a href="mailto:jarcher@ci.moorpark.ca.us">jarcher@ci.moorpark.ca.us</a>
Members-at-Large -	Kelly Shirk County of Ventura <a href="mailto:Kelly.Shirk@ventura.org">Kelly.Shirk@ventura.org</a>  Lynn Hutton City of Oxnard <a href="mailto:lynn.hutton@ci.oxnard.ca.us">lynn.hutton@ci.oxnard.ca.us</a>



## MEMBER ANNOUNCEMENTS

If you have anything you would like to include in the CIPMA-HR newsletter, please send an email to [Patty.Booker@ventura.org](mailto:Patty.Booker@ventura.org).

## ON THE IPMA-HR CALENDAR

Don't miss any of these exciting opportunities to expand your knowledge of the Public Sector Human Resource profession and connect with others in the field.

**2011**

**January 19 - 20**

**[Human Resources: The Sustainable Capital for the New Era](#)**  
United Arab Emirates

**February 3, 4, 17, 18**

**[Training Opportunities: The Southern California and Southern Colorado Chapter's will be hosting the "Developing Competencies for HR Success" training!](#)**  
Monterey Park, CA

**February 15-May 3, 2011**

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

**April 7, 2011**

**[Southern California Chapter Conference](#)**  
"Survivor!" in the HR Jungle

**April 27-29, 2011**

**[IPMA-HR Western Region Conference](#)**  
Portland, OR

**September 24 - 28, 2011**

IPMA-HR International Training Conference & Expo  
Chicago, IL

**October 16-19, 2011**

**[Eastern Region IPMA-HR Conference](#)**  
Queensbury Hotel  
Glens Falls, N.Y.

Watch the **HR Bulletin** and *IPMA-HR* [Web site](#) for more information on educational opportunities.

## SAVE THE DATES

CIPMA-HR luncheon meetings are scheduled for the second Wednesday of every other month.

January 12, 2011 – Independent Contractor

March 9, 2011 – Reasonable Accommodation Issues

May 11, 2011 – Labor Roundtable

July 13, 2011 - TBD

September 14, 2011 - TBD

November 9, 2011 – TBD

Please email Mary Jo Spencer if you have presentation or topic ideas, or know of any good speakers.

We are also looking at other group roundtables on critical HR issues, possible lay-off issues, managing on restricted budgets, training and development issues, etc. Please suggest your ideas.



## JOB TENURE FOR U.S. WORKERS RISES SLIGHTLY, NOW JUST OVER FIVE YEARS

**WASHINGTON** – The median length of time that full-time workers stay in their jobs ticked up slightly in 2010, to just over five years, continuing a slow increase in job tenure that began in 2004, according to a new report by the nonpartisan [Employee Benefit Research Institute \(EBRI\)](#).

However, the EBRI analysis shows there are significantly different long-term trends by type of worker. For instance, job tenure for men has been falling since 1983, while women’s tenure has been rising over that period, to the point where the once-big gender gap in job tenure has almost closed. Because women’s tenure has been increasing while men’s tenure has been falling, the overall job tenure rate has been relatively stable.

EBRI also found that older workers appear to be staying in their jobs longer. But overall, the results show that the American workforce over the past three decades has always had a high level of turnover—and probably will in the future as well.

“For the great majority of American workers, so-called ‘career jobs’ never existed, and they certainly do not exist today,” said Craig Copeland, EBRI senior research associate, and author of the study. “A distinct minority of workers have ever spent their entire working career at just one employer.”

The findings are published in the [December EBRI Notes](#), “Job Tenure Trends, 1983–2010,” and are based on the latest data from the U.S. Census Bureau’s Current Population Survey. The full report is online at [EBRI’s Web site](#).

Among the findings in the report:

- *All workers:* Among all wage and salary workers age 25 or older, the median job tenure was 5.2 years in 2010, up slightly from the last CPS survey in 2008 and a modest increase from 5.0 years in 1983. (The median is the mid-point, with half above and half below.)
- *Long-term gender trends:* A closer look at long-term trends shows that the median job tenure for men dropped, from 5.9 years in 1983 to 5.1 years in 2010. However, job tenure for women increased, from 4.2 years in 1983 to 5.1 years in 2010. Overall,

the growth in women’s tenure offset the decline for male workers over the period.

- *Older workers:* Older male and female workers also saw increases in median job tenure. For instance, the tenure for males ages 55–64 rose from 9.5 years in 2006 to 10.4 years in 2010. Women ages 55–64 saw the largest tenure increase over a longer time series, from 7.8 years in 1963 to 9.7 years in 2010.
- *Private vs. public sectors:* For private-sector workers, the median tenure held relatively steady from 1983–2002, at around 3.5 years, and subsequently trended upward, reaching 4.0 years in 2010. Among public-sector workers, median job tenure reached 7.1 years in 2010. Public-sector job tenure currently is about 80 percent higher than it is in the private sector.
- *Long- vs. short-tenured workers:* Workers with 20 or more years of tenure **increased** from 8.9 percent in 1983 to 10.9 percent in 2010. There was a corresponding **decrease** in the percentage of workers with one year or less of tenure, declining from 25.7 percent in 1983 to 17.4 percent in 2010. In 2010, workers having at least five years of tenure reached 51 percent, the highest level over the 1983–2010 period by nearly two percentage points.

Copeland noted that with unemployment remaining high in 2009 and 2010, the increase in median tenure levels indicates that workers with jobs are hanging onto them longer—especially at a time when people without jobs are having trouble finding one.

“It appears that workers who have jobs are mostly staying in them, and those without jobs are not likely starting them,” Copeland said.

Copeland noted that these tenure results indicate that workers are likely to continue to change jobs frequently in the future, just as they have done historically in the past. This has a number of major implications, he added: Traditional pension plans have limited benefits for short-term workers, which makes it all the more important that workers who participate in a 401(k)-type plan retain their retirement savings when they change jobs.

***EBRI is a private, nonprofit research institute based in Washington, D.C., that focuses on health, savings, retirement, and economic security issues. EBRI does not lobby and does not take policy positions.***

## PRODUCTIVITY SUFFERS IN NEGATIVE WORKPLACE

**PHILADELPHIA**, Pa. – Productivity is suffering in workplaces characterized by criticism, gossip and lack of teamwork, according to a new poll by [Right Management](#). Right Management is the talent and career management expert within [Manpower](#), a world leader in innovative workforce solutions.

Right Management polled 1,404 human resource professionals and senior business leaders to assess the impact of negative behaviors in the workplace.

The survey found that more than 60 percent of organizations are suffering from negativity that is harming performance and productivity.

“The survey evidently touched a nerve and provoked an unusually strong response,” said Michael Haid, Senior Vice President of Global Solutions for Right Management. “Two out of three indicated that negativity in the workplace makes it difficult for workers to focus on their jobs and that these attitudes are detrimental to the work that needs to get done.”

Workplace negativity is hardly a new phenomenon, conceded Haid. “But it’s fair to speculate that difficult business conditions, along with disruptive levels of change, make the current situation worse.”

Haid noted that one-third of the survey respondents said that management has taken steps to address negative attitudes or troublesome behaviors. “It’s very important not to let

negativity take hold in an organization. It can become contagious, and management can’t just stand by. Don’t ignore personality conflicts, territorial battles, sarcastic remarks, unconstructive criticism or absenteeism. They may quickly become the seeds of organizational defeatism and decline.”

Every employee has a role to play in creating a positive work environment, believes Haid. “A common cause of negativity is feeling you have no control over circumstances. Focusing on the factors you can influence and control helps create a more positive attitude.”

***[Right Management](#) is the talent and career management expert within [Manpower](#), a world leader in innovative workforce solutions. Right Management helps clients win in the changing world of work by designing and executing workforce solutions that align talent strategy with business strategy.***

IPMA-HR HR BULLETIN NOVEMBER 19, 2010



# CIPMA-HR

## Channel Islands Public Management Association - Human Resources

### Membership form

#### Calendar Year Dues:

For IPMA-HR National Members Discounted Rates: (Select one option)	For Non- IPMA-HR National Members (Select one option)
<input type="checkbox"/> \$45.00 - 2011 (If payment received by March 15, 2011)	<input type="checkbox"/> \$80.00 – 2011 (If payment received by March 15, 2011)
<input type="checkbox"/> \$50.00 - 2011 (If payment received after March 15, 2011)	<input type="checkbox"/> \$85.00 - 2011 (If payment received after March 15, 2011)
<input type="checkbox"/> \$85.00 – 2011 and 2012 (\$5.00 discount)	<input type="checkbox"/> \$155.00 – 2011 and 2012 (\$5.00 discount) <input type="checkbox"/> I wish to receive IPMA-HR membership Info.

Name: \_\_\_\_\_ Title: \_\_\_\_\_  
(Last) (First) (MI)

Mailing Address \_\_\_\_\_  
(Your mailing address will be used for all correspondence, etc. from CIPMA)

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Agency Name: \_\_\_\_\_ Phone \_\_\_\_\_

E-Mail Address: \_\_\_\_\_ FAX \_\_\_\_\_

IPMA-HR Membership Number \_\_\_\_\_ (Required for CIPMA-HR Discounted Membership Rate)

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

To assist the Board in selecting topics of interest, please check areas of your greatest interest:

- |   |   |   |
|---|---|---|
| <input type="checkbox"/> Classification/Compensation  | <input type="checkbox"/> Affirmative Action | <input type="checkbox"/> Grievance Administration |
| <input type="checkbox"/> Recruitment/Selection  | <input type="checkbox"/> Labor Relations    | <input type="checkbox"/> Other                    |
| <input type="checkbox"/> Benefits Administration  | <input type="checkbox"/> Training           |   |
| <input type="checkbox"/> Please check here if you are interested in participating in a professional mentorship program. |   |   |

Please check the Chapter activity in which you would be willing to participate:

- |  |                                   |   |
|--|-----------------------------------|---|
| <input type="checkbox"/> Annual Workshop | <input type="checkbox"/> Audit    | <input type="checkbox"/> Awards/Reception   |
| <input type="checkbox"/> Board           | <input type="checkbox"/> By-Laws  | <input type="checkbox"/> Legislative Review |
| <input type="checkbox"/> Membership      | <input type="checkbox"/> Programs | <input type="checkbox"/> Training           |

Do you hold the IPMA Certification?  Yes  No  
Please indicate the Certification held: CP (Certified Professional), CP-Executive or, CS (Specialist)  
certification? \_\_\_\_\_

Please provide name and address of anyone you would recommend for membership in CIPMA-HR:  
Return this form and your check made payable to CIPMA-HR to: Joan Archer, CIPMA-HR Membership Officer  
City of Moorpark – HR/Risk Management Division  
799 Moorpark Avenue, Moorpark, CA 93021  
(805) 517-6238; jarcher@ci.moorpark.ca.us