



M E M O R A N D U M

DATE: June 2, 2016

TO: The IPMA-HR Central Region Board of Directors

FROM: Becky Salter, IPMA-SCP, Central Region Representative

SUBJECT: IPMA-HR Update

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The IPMA-HR Executive Council met on March 5<sup>th</sup>. Here is a summary of the Executive Council meeting and recent activities being undertaken by IPMA-HR.

**Membership** – So far this year, membership as measured by the number of individual members and covered staff members has increased by 2%. There are over 8,000 individuals (6,022 individual members/covered staff members + 2,183 chapter affiliate members) who receive some level of membership benefits. The association has entered into an agreement with Marketing General, Inc. for assistance with marketing in several areas including membership, certification, professional development, and the international training conference.

**Leadership Conference** - The 2016 Leadership Conference will be held from August 5 – 7 at the Hyatt Regency Galleria Hotel in Houston, TX. Invitations have been sent to the region and chapter presidents. As in past years, the association will pay for the hotel and provide meals at the Leadership Conference for up to two representatives of the chapters and regions.

**Professional Emphasis Groups** – The association established its first professional emphasis group (PEG) in 2014 for HR professionals working for public pension systems. The group had existed previously and had requested that IPMA-HR take over management of the group. There are over 90 members of the group. The group holds a two-day meeting in October, which will be in New Orleans this year and also has a very active email discussion group. The association recently launched its second PEG for those working in compensation/classification and there are about 150 members who have expressed interest in participating. The association also is exploring the establishment of a PEG for those working in HR in public schools.

**International Training Conference** – The International Training Conference, with a theme of ‘A Fountain of Information: Making a Splash in HR’ will be held from September 18 - 21, in Kansas City, MO. The general session speakers have been identified and the concurrent sessions have been finalized. All participants at the Central Region conference will receive a \$100 discount off of the International Training Conference registration fee. The 2017 conference will be held in San Antonio from September 17<sup>th</sup> – 20<sup>th</sup>. The 2017 Program Committee has been appointed and has begun holding conference calls. The association entered into a multi-year agreement with the Hyatt Hotels for the 2018 – 2021 conferences that will be held in Phoenix (2018), Miami (2019), Baltimore (2020), and Indianapolis (2021).

**Professional Development** – The association experienced an increase in professional development activity last year. The Developing Competencies for HR Success and the Public Sector HR Essentials are the two most popular training programs offered by the association. We are again offering a 4 part webinar series on legal issues this year. We have piloted and finalized a course on Understanding the Elements of Human Resource Management: A Roadmap for Non-HR Managers. A new seminar on workforce and succession planning has been finalized and will be piloted this year. The association will continue to offer at least 4 free webinars this year, with the first one being held in January on government affairs and the second on the FLSA overtime regulations. The association continues to sponsor complimentary HR managers’/HR directors’ meetings, as well as the major city/county meeting, which was held in Oakland in January.

**Certification** – The association has certified close to 15,000 people in 18 countries. Last year, in the United States, a total of 274 people were certified, which is double the amount certified in either of the two previous years. The Executive Council approved the establishment of an entry-level certification program in September 2015. To qualify for the new certification designation, the Public Sector HR Essentials training program must be completed and an exam that has been finalized needs to be passed. Those who complete the training and pass the exam, will receive the IPMA Certified Professional (IPMA-CP) designation. Those who currently have the IPMA-CP designation have had their designations changed to IPMA Senior Certified Professional (IPMA-SCP) and have been sent new certificates. From now, everyone who passes the exam based on the Developing Competencies for HR Success training program and meets the experience and education requirements will receive the IPMA-SCP designation.

**HR 2020 Project** – One of the major initiatives for this year is the HR 2020 project, which will consist of a comprehensive study of what public sector employment will look like in five years and what will be the skills and competencies that HR professionals will need to succeed. Mila Cosgrove, Deputy City Manager, Juneau, Alaska and a past IPMA-HR president is chairing a taskforce that will assist with this project. The taskforce met in Chicago on April 29<sup>th</sup> and has developed an outline for the report on this project that will be released in Kansas City in September at the International Training Conference.

**Research** - The Association continues to undertake research and so far this year has participated in the following research efforts:

- Twelfth annual employment outlook survey to determine public sector hiring trends.
- Partnered with the Center for State and Local Government Excellence on the annual workforce trends survey.
- For the fourth year, the association is one of the sponsoring organizations for a nationwide benefits survey being conducted by Gallagher Benefits Services.
- Later this year, the Benchmarking Committee will conduct its annual survey and the study will focus on recruitment, retention, and employment values across the generations, with a special emphasis on millennials. The results will be available in the fall.

**Government Affairs** – The FLSA regulations on the executive, administrative, and professional exemptions has been the top government affairs priority for the association. We submitted comments to the Department of Labor on the proposed regulations. We also signed a letter sent to all members of Congress by state and local government associations and higher education associations expressing concerns with the proposed FLSA regulations, endorsed legislation that would prevent the issuance of the regulations until additional economic analysis was conducted, and met with the staff from the Office of Management and Budget to express the concerns of the public sector with the proposed regulations. The association also participates in the Partnership to Protect Workplace Opportunity. IPMA-HR joined with the Public Pension Network in a letter expressing opposition to the Public Pension Transparency Act that was recently introduced. The association joined with other associations in submitting comments on the changes to the Genetic Information Nondiscrimination Act regulations concerning wellness programs for the spouses of employees. There will be a government affairs session held during the Central Region conference.

**Communications** – We are active on social media sites including Facebook, LinkedIn, and Twitter. We have 1,557 Facebook friends, 7,496 people participate in our LinkedIn site, and we have 693 followers on Twitter. The association continues to produce the monthly magazine, the weekly HR Bulletin, and IPMA-HR members have free access to Public Personnel Management, which is now published by Sage through the IPMA-HR website. The association recently published an onboarding guide and an e-book on public sector compensation.

**Scholarships** – The association continues to provide graduate study fellowships to members who are undertaking graduate studies and scholarships to the children/guardians of IPMA-HR members who are attending college. We have received a sponsorship from Kronos that will allow us to offer 6 scholarships to the children/guardians of IPMA-HR members who are attending college. The deadline for the receipt of applications is later this month. There also are scholarships for new HR professionals who want to attend the International Training Conference.

**Assessment** – The association continues to develop and validate exams primarily for hiring and promoting public safety staff. Many of the IPMA-HR exams are now available online.

**International Activities** – The association is continuing its work in China and has a new agreement with 3 partners consisting of our original partner, the Training Center of the State Administration of Foreign Experts Affairs plus two new organizations, the National Education Examination Authority, which is part of the Ministry of Education and the China Education Association for International Exchange. In April, we held a train-the-trainer session for new trainers in China, with over 30 people participating in the training. We have provided the competency training and certification exam in Saudi Arabia, and continue to participate in exchange programs in Great Britain and South Africa. The association continues to meet with international delegations that are in the Washington, DC area.

**Next Meeting** – The next meeting of the Executive Council will be held on September 17, 2016 in Kansas City, MO. The meeting will be held in conjunction with the 2016 International Training Conference.