

WRIPAC Meeting Agenda
Thursday and Friday, June 4-5, 2015
Courtyard Los Angeles Pasadena/Old Town– Pasadena, Ca

THURSDAY, June 4, 2015

8:00 a.m. – 8:30 a.m. **Coffee/Networking**

8:30 a.m. – 8:45 a.m. **Welcome and Opening Remarks**

Tina Pruett, WRIPAC President –San Francisco Municipal Transportation Agency
Human Resources

8:45 a.m. – 10:15 a.m. **Current Testing Challenges and Opportunities in the Public Sector: A Facilitated Discussion and Exploration**

The art and science of testing and assessment are integral to an organization's talent management efforts, and the success of its workforce is directly dependent on the outputs of its selection program. Through facilitation and open discussion, we will explore current, real-world challenges, opportunities, and successes of testing in the public sector. Drawing on shared experiences, trends, and best practices, we will explore the role of testing and HR in organizational efforts to establish, engage, and retain a productive, motivated workforce.

Dr. Donna Denning, City of Los Angeles

Donna Denning was Personnel Research Psychologist at the City of Los Angeles for over 20 years and since retirement has maintained part-time employment in that position. Prior to that, she was at the DuPont Company for 5 years as a consultant in the Personnel Department. She holds Masters' of Science and PhD degrees in Measurement and Human Differences from the University of Georgia.

10:15 a.m. – 10:30 a.m. **Morning Break**

10:30 a.m. – 12:00 p.m. **Introductions and Roundtable Discussion**

In the ideal world of personnel assessment, we have unlimited financial and human resources, a large, motivated sample for field testing, an adequate supply of competent subject matter experts, sufficient time to perform all tasks, and clients who are well informed about what it takes to develop and maintain a high quality assessment system and who are uninfluenced by political considerations.

Then there is the real world that we inhabit. We face constraints and challenges that get in the way of our achieving the testing standards we aspire to. The key is to have a repertoire of innovative solutions or workarounds to overcome these obstacles.

WRIPAC's signature roundtable sessions allow members and guests to share challenges and success stories from their agencies, to solicit support and ideas on ways to address common issues that we all face, and to identify opportunities for WRIPAC as an organization to fill the gaps between the resources currently unavailable or too expensive. Our roundtable sessions help to identify future meeting presentation topics, as well as inform decisions on future trainings that

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WRIPAC can offer the HR community to develop the skills and abilities of our workforce. Attendees are encouraged to come prepared with questions or ideas to share with the group.

12:00 p.m. -1:30 p.m.

Lunch Break

New Members are invited to participate in the New Members' Lunch (Location to be announced; non-hosted).

1:30 p.m. – 2:30 p.m.

Committee Meetings/Innovations Project Teams

The WRIPAC Executive Board will hold a special meeting later this month to work on developing a strategic framework for the future of WRIPAC as an organization. Committees will be asked to use the committee meetings to provide any feedback, input or suggestions they would like the board to consider and incorporate in the strategic framework session.

2:30 p.m. – 2:45 p.m.

Afternoon Break

2:45 p.m. – 4:15 p.m.

[The Application of LEAN Thinking in Strategic Organizations](#)

Summary to come!

Jeff Hoye, CPS HR Consulting

As Managing Director, Jeff is responsible for strategic planning, business development, product/service delivery and P&L responsibility. Jeff's experience includes national and international experience in the areas of organizational strategy and development and large systems change, working with senior leadership teams, boards of directors and management utilizing various teaming structures and innovative strategies. Jeff is a member of the International Public Management Association for Human Resources and certified as an executive coach and member of the Worldwide Association of Business Coaches. He received his bachelor's degrees in Finance and Accounting from the University of South Florida and his MBA with an emphasis in organizational behavior from the University of Colorado.

Evening Activities:

Hospitality Suite

Immediately following our meeting, come to our designated suite (room number to be announced at meeting) where cocktails and refreshments will be provided.

5:30 – 7:30 p.m.

Dr. WRIPAC – Rose Bowl Stadium Tour

DR. WRIPAC is a professional networking event that gives our members and guests an opportunity to socialize and get to know one another outside of the meeting.

For Dr. WRIPAC in Pasadena, we've arranged for a private tour of the Rose Bowl Stadium. Guests can delight in this unforgettable opportunity, as you have the chance to walk through a National Historic Landmark where countless moments in history have been made. Our tour guide will lead us through behind the scenes locations at the stadium, including the classic stadium seating, original 1922

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locker room, the new Terry Donahue Pavilion, the Loge Lounge, the Working Press Box and more. Throughout the tour, we will learn about the iconic history that has taken place at the Rose Bowl Stadium, from the Four Horsemen of Notre Dame who played here in 1925 to Brandi Chastain's game winning kick in the 1999 FIFA Women's World Cup Final. Tours will not only be an outdoor excursion, but a historical learning experience as well. Stop and tour the roses of the iconic stadium that has rightfully earned its title as America's Stadium.

Following our tour we will enjoy appetizers and drinks at Brookside Golf Club on their dining room patio which is near the stadium. The \$25 Dr. WRIPAC cost includes the guided private tour, two drink tickets, and appetizers.

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FRIDAY, June 5, 2015

8:00 a.m. – 8:30 a.m.

Coffee/Reconvene Meeting

Tina Pruett, WRIPAC President –San Francisco Municipal Transportation Agency
Human Resources

8:30 a.m. – 9:45 a.m.

The 12-Year Evolution of a Competency Framework

Competency modeling has been replacing or supplementing traditional job analysis for almost two decades in public, corporate, and consulting sectors. This presentation will review the history and foundations of competency models, summarize the “professional consensus” and defensibility of competency-based selection systems, and discuss the evolution and structure of the competency framework currently in use by the Los Angeles County Office of Education (LACOE). The presentation will address and explain how the LACOE competency framework is the foundation for every phase of examination development and how it is integrated into the job classification and job evaluation system. Also discussed will be the potential of using a competency framework as the basis of a fully integrated talent management system.

Rod Freudenberg, Los Angeles County Office of Education

Rod Freudenberg has been the Personnel Director for the Los Angeles County Office of Education since September, 2007. Prior to LACOE, Dr. Freudenberg has served as Assistant Personnel Director-Selection for LAUSD; Corporate Manager of Organizational Effectiveness for Hughes Electronics, and Personnel Research Supervisor for Los Angeles County. He received his master’s in Developmental Psychology from the University of Colorado and his doctorate in Industrial/Organizational Psychology from Colorado State University. Rod served on the faculties of Colorado State University, Purdue University, and the California School of Professional Psychology. Rod is also the recipient of the 2012 Stephen E. Bemis Award for excellence in personnel management.

9:45 a.m. – 10:00 a.m.

Morning Break

10:00 a.m. – 10:30 a.m.

Continuation of Roundtable Discussion

10:30 a.m. – 12:00 p.m.

Business Meeting

Attendance at this meeting is required in order for your participation to be counted for membership purposes. As a reminder, you must attend 2 meetings in a row to become a member and 2 out of the 3 meetings per year to maintain membership.

12:00 p.m.

Adjournment

Thank you for coming! See you in Pasadena for the next WRIPAC meeting in the Spring!

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About WRIPAC

WRIPAC is a non-profit human resources organization with over thirty small, medium, and large public agency members representing state and local governments, school districts, utility districts, and other public agencies in the Western States.

MEETING COST | WRIPAC Meetings (Thursday-Friday) are free to members and non-members alike. Individuals who wish to attend the Wednesday training that precedes the meeting will need to pay the associated Training fee.

MEMBER BENEFITS | As a member, your organization will have opportunities for training, professional development, and networking. You will have access to monographs, job postings, test material exchange, and more.

JOIN WRIPAC | Membership is open to any public agency in the Western United States. There is no fee to join WRIPAC. The membership process begins by attending one of the meetings held throughout the year. Your agency designates a representative to attend two consecutive meetings. Your agency submits a letter to WRIPAC identifying the designated representative and agreeing to the WRIPAC principles outlined in our bylaws. At the next meeting, your request is accepted and voted on by the current membership.

MAINTAINING MEMBERSHIP | Agency representatives are expected to be actively involved in a WRIPAC committee or in an administrative function. Following the initial two meetings, agency representatives are required to attend a minimum of two business meetings per fiscal year.

UPCOMING TRAINING OPPORTUNITIES | Each WRIPAC meeting is preceded by a training class. The upcoming training opportunities are provided below. Refer to www.wripac.org for more information and to register.

- June 3, 2015: Position Classification and Allocation Made Easy – Pasadena, CA
Karen Coffee

- June 3, 2015: Pass Point Setting – Pasadena, CA
Shelley Langan

- June 4-5, 2015: WRIPAC Spring Meeting – Pasadena, CA

- June 9-10, 2015: Position Classification and Allocation Made Easy – San Francisco, CA
Karen Coffee

- June 24, 2015: Position Classification and Allocation Made Easy Reno, NV
Karen Coffee

- June 30, 2015: Multiple-Choice Item Writing and Editing Sacramento, CA
Mike Willihnganz

- July 1, 2015: Interpreting and Analyzing Item Analysis Data Sacramento, CA
Mike Willihnganz

- July 30-31, 2015: Job Analysis Fresno, CA
Mike Willihnganz & Karen Coffee