



## COUNTY PERSONNEL ADMINISTRATORS Association of California

July 7, 2009

Dear CPAAC Colleague:

I hope this short note finds you rested and on the “other side” of your County’s budget hearings. To say the least this past budget year has been one of the most trying we have all seen in decades, and does not seem to have yet found a successful conclusion. This year truly finds County government at a “crossroads”

From our discussions with many of you it seems that Human Resources is at the center of every key decision being made today in California Counties. Given the rate of change we have seen in the past year, we are sure to be participants and witnesses to additional -- and sometimes gut wrenching change as we move into 2010.

As your professional association, CPAAC is seeking to support affiliates by providing a sounding board and a central clearing house on the current state of the human resources in California Counties. Toward that end we have designed the agenda of our September 16-18, 2009 meeting to address the chaotic organizational situation we all find ourselves in. We have chosen the theme of “[HR at the Crossroads](#)” as our central theme and are hopeful this focus will assist us in charting our profession’s course going forward. A copy of the preliminary September meeting agenda is attached for your perusal and review. The agenda is also posted on the CPAAC website.

### September 16-18 Meeting Agenda

- On Wednesday afternoon September 16<sup>th</sup> Nancy Nittler will lead a panel discussion which will focus on “**How Counties are Coping with the Current Fiscal Crisis**”. Nancy is working with two small Counties, two medium sized Counties, and two large Counties to design a panel discussion and sharing of new and innovative approaches Counties have taken to address their local fiscal and human resource situation. This panel discussion will also include ample time for affiliates to question and interact with their panel colleagues on the successes and non successes they have experienced.
- On Thursday morning September 17<sup>th</sup> Ann Goodrich and Gary Burkett will lead a panel discussion which will provide new and senior affiliate members with a presentation titled **County Merit Systems – An Historical Overview**. Ann and Gary will also provide a white paper on “County Merit Systems” which will serve as a guide for CPAAC Regional Mentors when orienting future newly appointed HR Directors.
- On Thursday afternoon Raye Zentner and Jodi Traversero from the state Department of Personnel Administration (DPA) will provide an overview of the state of California’s

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**“HR Modernization Project”**. “HR Mod” is an exciting and innovative project which is attempting to bring “best of breed” changes to the state’s established recruitment, testing, training, and employee development programs. Many of the state’s innovative “HR Mod” projects have significant cross-over to County merit system activities.

- On Friday morning September 18<sup>th</sup> Zieta Engel of Sacramento County will lead a **facilitated discussion** and debrief which will bring together the “thoughts and threads” from Wednesday and Thursday’s panel discussions to assist affiliates in assimilating effective strategies that can be adopted “going forward” by County HR professionals into 2010 and beyond.
- **CPAAC Website**. The CPAAC Website has recently been expanded to include several new features. As such, a **CPAAC Website Demonstration & Training** is scheduled for Thursday morning September 17<sup>th</sup>. CPAAC website webmaster Sue Martin will be present at that time to provide a “hands on” demonstration and training –providing affiliates with the tools to effectively navigate and maximize our newly expanded web features.

The officers and I are excited about our September agenda, and hope you will find these agenda topics worth your time and attendance. Following is information regarding room reservations and registration for our September meeting.

### Hotel Room Reservations

A block of rooms has been set aside at Wine & Roses Hotel and Conference Center in Lodi, California for CPAAC affiliates -- with room prices ranging from \$78 to \$88 per night, depending on accommodations. The reduced rate for King is \$78 per night and for King w/fireplace the rate is \$88. As those who attended our March meeting know, the rooms are very well appointed, and CPAAC members are encouraged to make their room reservations as soon as possible, but prior to the reservation cut-off date of August 19, 2009. Thereafter the \$78 and \$88 rates will no longer be guaranteed to late registrants.

Hotel reservations should be made through the Wine & Roses Reservation Center at (209) 334-6988. Reservations should be made under the group name “CPAAC”. Wine & Roses Hotel and Conference Center is located at 2505 West Turner Road in Lodi, California, 95242. If you have additional questions concerning hotel reservations, please contact my Administrative Secretary Jennifer McDermott at (707) 784-6180.

### September Meeting Registration

The cost of registration for the September CPAAC meeting is again set at \$150 per attendee, payable to CPAAC. This will cover all meals and breaks except for Wednesday night’s “no host” Dinner. While you will be making your hotel reservations directly with Wine & Roses, registration for the meeting should be made directly to CPAAC Treasurer Michelle Schafer using the enclosed Attendee Registration Form. Please return the Registration Form and your payment in care of the address listed on the form at your earliest convenience.

Invitation to September 16-18, 2009 CPAAC Conference

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The officers and I are looking forward to our September meeting and to spending some quality time with each of you. We are hopeful that you can attend and add your perspective to our discussion of [“HR at the Crossroads”](#).

Yours in Service

*Donald W. Furko*

CPAAC President

Director of Human Resources

County of Solano

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