



MICHIGAN CHAPTER

INTERNATIONAL PUBLIC
MANAGEMENT ASSOCIATION
for HUMAN RESOURCES

Michigan IPMA-HR NEWS

Volume 6, Issue IV

Fall 2007

From the desk of the President . . .



David Van de Grift
Oakland County
Chapter President
2007/2008

Our Members from Farthest Points (Part 1)

Since your IPMA-HR Michigan Chapter has members “from border to border and stem to stern,” I decided to learn more about our members from the farthest points of the compass. Starting north and proceeding clockwise, here are the first two installments:

Our membership’s northern most location is represented by Susan Bohor of the City of Marquette. Marquette has a population of 20,000, a full-time workforce of 176, and an HR office of two. Susan has held the Manager-HR position since 2005, and was previously the town’s grant administrator/economic developer, largely responsible for initiating a host of family fun activities and obtaining Marquette’s award as a Michigan “Cool City”.

Ms. Bohor has prior HR experience at Sealy Mattress, and has also taught school. After taking time off to raise her children, she went back to college to earn her Master’s Degree in Public Administration. It was at college that she learned of available grant opportunities.

Your chapter’s eastern most point is represented by John Berry, Personnel Director of Port Huron. Port Huron has a population of 32,000, a workforce of 290, and a Personnel Office of four. Mr. Berry came to Port Huron by way of the Labor Relations Department of Detroit Diesel (“I grew tired of laying off employees”). Over his 20 years of service, he has built excellent rapport with the city’s six bargaining units, and currently experiences only one grievance per union each year.

Similar to many parts of Michigan, the current economic times are challenging to Port Huron, and the cost of upgrading the city’s drain and sewer infrastructure has left little for wage increases. At past Chapter programs I’ve had the pleasure of chatting with John. Like many of our members, he is dedicated and focused on meeting today’s HR challenges.

Last newsletter, I quoted President T. Roosevelt. This time I don’t know the author, but the verse may be familiar to some, “When you enjoy your job, you never have to go to work”.

Both your Michigan Chapter and MPELRA have worked diligently to provide a worthy joint workshop December 7th (see Page 5). Initial response is strong; I hope you too can join us!

Respectfully,

David Van de Grift

David Van de Grift
President 2007/2008
Michigan Chapter of IPMA-HR

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**Invite a colleague
to join the Chapter.**

See
Page 7 and
attached
2007/2008
Membership
Application.



September Workshop - "Proposition 2 – What does it mean to the public employer?"

By David Van de Grift

John Patrick White

Partner, **Varnum, Riddering, Schmidt & Howlett LLP**

John Patrick White, a partner in the Labor and Employment Practice Group, has been practicing with **Varnum, Riddering, Schmidt & Howlett LLP** since 1981. He is a 1981 graduate of the University of Illinois Law School where he also obtained a masters degree in industrial and labor relations. He was a Harno Scholar, a Rickert Scholar and Editor of the Illinois Law Review. Mr. White's practice includes the employment representation of both private and public sector employers. He counsels employers on general employment matters, including such areas as discrimination, affirmative action, wage and hour, hiring, evaluation, discipline, termination, FMLA, privacy and drug testing. He also provides representation with regard to union election campaigns, collective bargaining and unfair labor practice charges. Mr. White also has significant experience in defending employers in employment litigation.

Mr. White is a member of the Grand Rapids Bar Association, the State Bar of Michigan, and the Labor and Litigation Sections and the Equal Employment Opportunity Subcommittee of the American Bar Association. He is a frequent speaker at trade and association meetings on labor and employment topics.

John Patrick White

Partner, **Varnum, Riddering, Schmidt & Howlett LLP** at Grand Rapids Community College



Our Chapter's Fall Workshop was held before a large turnout at Grand Rapids Community College on September 14, 2007. Proposition 2, approved by voters November 2006, requires employers and schools alike to examine their compliance with the affirmative action programs they have put into place. Our presenters were **Patrick White** and **Kimberly Richardson**, of the law firm **Varnum, Riddering, Schmidt & Howlett LLP**.

Proposal 2 states that "The state shall not discriminate against, or grant preferential treatment to any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting."



Kimberly Richardson

Associate, **Varnum, Riddering, Schmidt & Howlett LLP** at Grand Rapids Community College

*Please don't miss our next Chapter opportunity!
Invite a colleague to join you.*



- the Publisher

September Workshop - (continued)

Detailed written information was provided to attendees. From this information, in summary, although aimed at U of M's admissions procedure, the scope of Proposal 2 is broader. The term "state" includes cities, counties, public colleges, universities, and school districts.

Proposal 2 did not ban all affirmative action. For example, an employer is allowed to take proactive steps to increase employment opportunities for all qualified candidates without granting preferential treatment to or discriminating against individuals.

Recruiting Do's and Don'ts include:

Do:

- Publicly state that the employer wants to foster a diverse workforce.
- Broadly disseminate job opportunities.
- Ask for referrals.
- Generally promote participation in apprenticeship and internship programs.
- Encourage all qualified candidates to apply, including women and minorities.
- Consider fluency in a second language.
- Consider community involvement, professional experience or organizational membership.
- Consider demonstrated commitment to disadvantaged communities.
- (Can consider candidate's own social and economic disadvantage).

At the September 14th Workshop at the Grand Rapids Community College in Grand Rapids, Michigan, **David Van de Grift**, current President, presented **Eddie Cargor**, Past President, with a plaque in thanks and recognition of his service as Chapter President in 2006-2007.

Don't:

- Hold employment opportunities open for a person or group based on gender or minority classification.
- Make hiring decisions based on gender, race, ethnicity or national origin.
- Provide minorities or women special help in obtaining job opportunities.
- Create quotas or employment goals.
- Cherry-pick eligible candidates for jobs (for example, select only the most racially and ethnically diverse schools in a particular city for a summer jobs opportunity, as opposed to opening the opportunity to all inner-city school children).



Join us in 2007-08

2007–2008 Meeting Schedule

- December 7, 2007** Joint IPMA-HR/MPELRA Workshop at University Club, MSU, Lansing, MI
See page 5 for more details.
- March 14, 2008** Election
Avoiding EEO Liability & Achieving Success with Selection Tests
John D. Arnold, Ph.D., Wayne State University and Anthony Kaylin, Director ASE
Mario's, Detroit, MI
- May 22, 2008** Awards Luncheon - Scholarship Award & A.M. "Biff" Elliott Achievement Award
Positive Organizational Scholarship
Kim Cameron, Professor, author, lecturer, business consultant
Weber's Inn, Ann Arbor, MI
- June 2008** Chapter Planning Board Meeting (date, time, and location TBD)
- June 1 - 4, 2008** 72nd Annual IPMA-HR Central Region Training Conference
Marriott Country Club Plaza
Kansas City, Missouri See <http://www.ipma-hr.org> for additional information.
- October 18-22, 2008** IPMA-HR 2008 International Training Conference
The Flamingo Las Vegas
Las Vegas, Nevada

Have ideas for topics or speakers?

Contact one of the Officers or Board Members (see Page 8).

IPMA-HR 2007 International Training Conference



The 2007 IPMA-HR International Training Conference, "The Future of HR: Mapping the Course," was held September 29-October 3, 2007, at the Chicago Marriott Downtown in Chicago, Illinois. The opening keynote address was delivered by Dr. Dave Ulrich. Additional plenary presentations were presented by Dr. Richard Boyatzis, Ms. Joanne Smikle, Mr. Roger Valine, and Mr. Art Jackson.

View the available posted 2007 Conference presentations on the IPMA-HR web site at:

<http://www.ipma-hr.org/content.cfm?pageid=563>

Watch
for
details
on the
IPMA-HR
2008
International
Training Conference
on
October 18-22, 2008
at
The
Flamingo Las Vegas
Las Vegas, Nevada



MICHIGAN CHAPTER

INTERNATIONAL PUBLIC
MANAGEMENT ASSOCIATION
for HUMAN RESOURCES

Michigan
Public Employer
Labor Relations
Association



Joint Workshop: MI Chapter of IPMA-HR and MPELRA

Friday, December 7, 2007

The University Club of MSU

3435 Forest Road
Lansing, Michigan 48909-7157
(517) 353-5111

- | | |
|------------|--|
| 8:30 a.m. | Registration and Continental Breakfast |
| 9:00 a.m. | Presidents' Welcome and Announcements
Maggie McCrystal, President, MPELRA
David Van de Grift, President, Michigan Chapter of IPMA-HR |
| 9:15 a.m. | <u>Recent Trends in Compensation and Benefits</u>
Kevin Marrs, Director of Survey Services, American Society of Employers |
| 10:30 a.m. | Break |
| 10:45 a.m. | <u>Managing Personnel Functions During Tough Economic Times</u>
James D. Farrell, State Personnel Director, Michigan Civil Service Commission |
| 12:00 p.m. | Break |
| 12:15 p.m. | Luncheon (combination Grilled Chicken and Flank Steak entrée) |
| 1:15 p.m. | <u>Michigan Health Professional Recovery Program (HPRP)</u>
Brent Chartier, HPRP Program Coordinator, Michigan Department of
Community Health, Bureau of Health Professions |
| | <u>Behavior Based Interviewing and Culture Fit</u>
Joe DeSantis, Director of Communications Services, American Society of Employers |
| 3:00 p.m. | Adjournment |

Menu: Combination Grilled Chicken & Flank Steak entrée or Vegetarian (available with advance notice)

Cost: \$30 for members; \$35 for non-members; or \$15 for full-time students (tax & tip included)

Reservations: Due by November 30, 2007.

Questions? Call Brenda VanTull, at 313-224-3731 or e-mail: vantullb@hres.ci.detroit.mi.us

Make check payable to MI Chapter of IPMA-HR and mail to: Brenda VanTull
HR Specialist
City of Detroit
2 Woodward Ave, Ste. 316
Detroit, MI 48226

Check the workshop notice for additional details, maps, and the registration form.

2008 Central Region Training Conference

By Robbin Cooper, IPMA-HR Central Region President

“Recipe for Well Done HR”

2008 Central Region Training Conference
June 1-4, Kansas City, MO.

We need you as an added ingredient in Kansas City for the recipe of a conference well done. The conference will prove to be informative with many great speakers and sessions as well as enjoyable social activities. The Monday keynote speaker is David Naster, presenting “Laughter is the Spice of Life”.

The Kansas City Marriot Country Club Plaza is the host hotel that is located within walking distance of many stores, specialty shops, and restaurants. Kansas City is known as the heart of America and “The City of Fountains”. There is also a claim to have some of the best barbecue in the world in Kansas City. Kansas City Human Resources is the Host Committee.

Get more information on the conference and registration from www.ipmacentralregion.org. Also, do not miss out on the “early bird” registration. You will save money and receive a president’s gift.

As the Central Region President, I am looking forward to a large Michigan representation at the conference. **See you there.**



Robbin Cooper
IPMA-HR
Central Region
President;
current Chapter
Board Member;
former Chapter
President, Vice-
President, and
Secretary.



**The
Marriott
Country
Club Plaza
Kansas City
Missouri**

**Watch
for
details
on the
IPMA-HR
Central Region
2008
72nd Training Conference
“Recipe for
Well Done HR”
on
June 1-4, 2008
at
the
Marriott
Country Club Plaza
Kansas City, Missouri**
**See www.ipmacentralregion.org
under Upcoming Events**

Chapter Affiliated Membership — what does it mean

for those who are a Chapter member
but not an Individual or Agency
national IPMA-HR member?



As you may know, on October 26, 2006, the IPMA-HR Executive Council adopted new chapter/section affiliation benefits in an effort to better align and strengthen all levels of the Association. Effective July 1, 2007, members of IPMA-HR affiliated chapters and sections that are neither IPMA-HR individual members nor agency covered staff members will become IPMA-HR chapter/section affiliated members.

Background

In March 2004, the Executive Council voted to establish a united membership structure that would require chapter and section members to become national members. The Executive Council believed that growing the membership was key to the continued and future viability of the Association. A Membership Advisory Council (MAC), composed primarily of chapter, region and section leaders, was established to develop an implementation plan. Over the past 2 ½ years, this issue has been given careful and deliberative thought and consideration by the Executive Council, the MAC, and the national IPMA-HR staff.

New Benefits

As a new IPMA-HR chapter/section affiliated member, you will receive the following benefits: the weekly *HR Bulletin*, which was rated as one of the most valued IPMA-HR benefits in a recent membership survey, and the IPMA-HR member rate for all professional development activities. **You should already be receiving the *HR Bulletin* if you were a Chapter member in 2006/2007.**

Those covered as an affiliated chapter/section member will not be allowed to hold IPMA-HR national office nor will they have voting rights. (Full national membership is required either to hold national office or have the right to vote.)

How It Will Work

Membership dues for this new membership category will be phased in over the next two years. By June 30, 2007, IPMA-HR affiliated chapter leaders will submit a listing of all chapter members along with the annual chapter reporting form. The chapter rosters will be compared against the IPMA-HR membership database and chapters will be billed ... for each person not a member of IPMA-HR for the membership year beginning July 1, 2007.

Beginning July 1, 2008, and thereafter, the chapters will be billed \$25 per chapter affiliated member who is neither an IPMA-HR individual member nor an agency covered staff member. As chapters recruit new members, they will submit them to IPMA-HR and a national membership in this new category would be started. Dues will not be prorated. Chapters that provide honorary life memberships would have that category exempt from this requirement. Chapters that do not pay the amount due within 60 days would automatically lose their IPMA-HR charter.

We look forward to your active participation in IPMA-HR and are glad to have you as a member of the only association that represents you, the public sector HR professional.

How It Will Work in the Michigan Chapter of IPMA-HR

The Board developed a two-tiered dues system for our chapter to accommodate the above. It was approved at the March 9, 2007, Chapter meeting by vote of the members present. Those who are national members will have their chapter dues remain at \$15.00 annually. Those who are not national members will have an increase in their chapter dues to \$40.00; they will then have the new benefits listed above.

Please check out and use the new 2007/2008 Membership Application when renewing or joining for the first time. Help keep IPMA-HR and our Chapter vital.

MICHIGAN CHAPTER IPMA-HR 2007/2008 OFFICERS and BOARD

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Note:

The Board is seeking individuals to contribute articles and ideas for the Michigan IPMA-HR News. Please contact Sandra Stuart (aka *the Publisher*) at the Michigan Civil Service Commission Agency (517-373-2154 or StuartS@michigan.gov).

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