

**WRIPAC Meeting Agenda**  
**May 6<sup>th</sup> and 7<sup>th</sup>, 2010**  
**Marina Del Rey Hotel, Marina Del Rey, CA**

**Thursday, May 6<sup>th</sup>, 2010**

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

**8:30 a.m. -8:45 a.m.      Opening Remarks**  
Holly Nguyen, WRIPAC President-Elect, San Joaquin County

**8:45 a.m. -10:15 a.m.      Legal Update – Peter Brown, Esq., Liebert Cassidy Whitmore**

Peter Brown will guide us through recent court decisions and legislation affecting public sector recruitment, hiring, selection, and employment practices. By attending this engaging and informative session, agencies will learn to protect themselves from potential liability surrounding recent legal decisions.

Peter Brown, Esq. is a partner at Liebert Cassidy Whitmore employment law firm and one of the firm's most popular and sought after presenters. He speaks at numerous conferences throughout the state of California and nationally on public sector labor and employment law topics. Liebert Cassidy Whitmore is a full-service law firm which provides comprehensive, responsive, and highly competent legal advice, representation, litigation services, negotiations and training to a majority of cities, counties and community colleges, and a substantial amount of school districts. Peter has his J.D. from Hofstra University School of Law in New York and a B.A. from State University of New York, Binghamton.

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

**10:30 a.m. – 11:45 a.m.      Round Table**  
Attendees are encouraged to come prepared with issues and questions that their agencies are currently facing. Participants will have the opportunity to ask questions of their colleagues and share information and solutions.

**11:45 a.m. -1:15 p.m.      Lunch Break**  
New Members are invited to participate in the New Members' Lunch (location to be announced; non-hosted).

**WRIPAC Meeting Agenda**  
**May 6<sup>th</sup> and 7<sup>th</sup>, 2010**  
**Marina Del Rey Hotel, Marina Del Rey, CA**

**1:15 p.m. -2:45 p.m.**

**Disability Accommodations in the Testing Process**  
**Dwight Dickerson, Chavez-Dickerson Consulting Services, Inc.**

Do you know what to do if an applicant tells you he needs a sign language interpreter to test for dispatcher? Do you know what to do if an applicant tells you she has test anxiety and needs to complete the written test at home? Dwight Dickerson will help us understand our obligations under ADA and FEHA in the testing process and what we should be doing to meet those obligations and reduce liability to our agencies.

As the Principle Consultant of Chavez-Dickerson, Mr. Dickerson has over 25 years experience in the Disability Management arena. As a former Corporate Disability Consultant for Web Disability Management Systems, he has worked with several large to mid-size employers such as Boeing, Northrop Corporation, Toyota, City of Huntington Beach, City of Compton and the City of Torrance, to provide various Disability Management Services, including consulting on issues such as ADA and FEHA. Mr. Dickerson has a BA degree in Psychology from the University of Arkansas and has a Certified Professional Disability Management Certificate (CPDM)

**2:45p.m. – 3:00 p.m.**

**Afternoon Break**

**3:00 p.m. – 3:15 p.m.**

**Overview of Committees**

Members are required to actively participate in one of the committees. Guests are invited to attend a committee meeting they are interested in. Examples of committees include Training and Programs, Leadership Development, New Products, etc.  
*Committee meetings will take place on Friday.*

**3:15 p.m. – 4:30 p.m.**

**Panel Discussion - Supporting Employees through Layoffs and Furloughs**

Are you experiencing layoffs, furloughs, or salary reductions and wondering how you can provide support to your employees? In these tough economic times, morale can suffer and developing our internal talent becomes even more important. The panel will discuss innovative actions they are taking within their own organizations and other organizations they have been a part of in order to support both those who are being laid off as well as the remaining employees who need extra support and development.

**WRIPAC Meeting Agenda**  
**May 6<sup>th</sup> and 7<sup>th</sup>, 2010**  
**Marina Del Rey Hotel, Marina Del Rey, CA**

**3:15 p.m. – 4:30 p.m.**

**Panel Discussion - Supporting Employees through Layoffs and Furloughs**  
**Panel Members include:**

**T.R. Lin, Ph.D., Director, Classified Personnel, La Mesa-Spring Valley School District**

T. R. Lin has over 26 years of professional HR experience in California school districts, and is currently the Director, Classified Personnel for the La Mesa-Spring Valley School District in San Diego County. T.R. is active in several professional HR organizations, and is a past president of three of them: PTC/SC, WRIPAC, and IPAC. T.R. received his doctoral degree in the field of Industrial and Labor Relations from Cornell University. Currently, T.R. also serves as the President on the CODESP Board.

**Jim Adams, Training and Development Officer, Superior Court of California, Orange County**

Jim Adams is currently the Training and Development Officer for the Superior Court of California, Orange County. Prior to working at the OC Courts, he worked as the Human Resources/Division Manager for Linc Media, where he specialized in Technology Outsourcing in Japan. Most noteworthy is his position as Vice President of Information Technology at Morgan Stanley Japan, where he was responsible for recruiting and professional development of Information Technology Division Managers and Staff. Jim holds a BA in Organizational Leadership from Chapman University and is PHR certified. He also belongs to ASTD-OC and NHRA. He has won awards, such as the ASTD – Orange County, Rookie of the Year Award, as well as the Morgan Stanley Excellence Award for implementing enterprising development programs within the Asian offices.

**“Jack” John F. Hoffman and Associates, HR and Employee Relations Consultant.**

Jack Hoffman is currently a consultant who is one of Southern California’s most recognized Employee Relations experts. He has trained and represented many Cities and Government Agencies on Public Sector Negotiations throughout the State. Before becoming a consultant Jack served for 25 years as the Director of Personnel and Employee Relations for the City of Glendale, Los Angeles County's third largest city. He has worked in local government for over 40 years and officially retired from the City of Glendale in December 2002.

Mr. Hoffman is a past board member and vice-president of the Southern California Personnel Management Association. He is one of the original

**WRIPAC Meeting Agenda**  
**May 6<sup>th</sup> and 7<sup>th</sup>, 2010**  
**Marina Del Rey Hotel, Marina Del Rey, CA**

founders of California Public Employer Labor Relations Association and has served as a member of the Board of Directors and president, and directed for many years the Annual Conference Sponsorship Program. He has also been active in the National Public Labor Relations Association serving on the National Board for many years and as NPELRA's President. He is also the co-founder and former chairperson of the Southern California Public Labor Relations Council.

He has won many awards, including 2 Helen Putnam Awards for his City of Glendale Personnel Department from the League of California Cities, the Emery Olson Award for leadership, NPELRA's "Award of Excellence" and the Public Labor Relations Council "Leadership Award."

Mr. Hoffman has served for 26 years as Assistant Professor and Lecturer in Public Sector Employer- Employee Relations at the Graduate Center for Public Policy and Administration at California State University/Long Beach, planning and organizing the Centers Certification Program in Public Sector Employer-Employee Relations, and serving as a guest speaker at numerous national and state conferences, seminars and universities. Mr. Hoffman previously served on the League of California Cities Employee Relations Committee and League's Administrative Services Committee, and is a past president of the League's Personnel and Employee Relations Department.

Mr. Hoffman holds a Bachelor's Degree and Masters Degree from California State University/Long Beach, where he was a pitcher on the University's First Intercollegiate Baseball Championship Team.

**Evening Activities:**

**4:30 p.m.**

**Hospitality Suite**

Come to our designated suite (room number to be announced at meeting) where cocktails and refreshments will be provided.

**5:30 p.m.**

**Dr. Wripac**

Evening Social Networking Event (location to be announced). Money will be collected at the meeting during the day if you wish to participate.

**WRIPAC Meeting Agenda**  
**May 6<sup>th</sup> and 7<sup>th</sup>, 2010**  
**Marina Del Rey Hotel, Marina Del Rey, CA**

**Friday, May 7<sup>th</sup>, 2010**

**8:30 a.m. to 9:00 a.m.      Coffee/Reconvene Meeting**

**9:00 a.m. -10:00 a.m.      Committee Meetings**  
Members are required to actively participate in one of the committees. Guests are invited to attend a committee meeting they are interested in. Examples of committees include Training and Programs, Leadership Development, New Products, etc.

**10:00 a.m. – 10:45 a.m.      Presentation of Implementation Plans**  
Each committee will present the implementation plans determined in their committee meetings.

**10:45 a.m. – 11:00 a.m.      Morning Break/Hotel Check-out**

**11:00 a.m. – 12:00 p.m.      Business Meeting**  
Attendance at this meeting is required in order for you 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 October in Sonoma County!