



MEMORANDUM

DATE: January 31, 2012 COUNCIL MEMO NO. 3

TO: The IPMA-HR Executive Council

FROM: Neil Reichenberg

SUBJECT: January Executive Council Update

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Here is the January Executive Council update. Let me know if you have any questions or would like any additional information on any of the items covered in the update.

**Membership Updates**

- Membership as measured by the number of individual and covered staff members of agency members declined by 6 members in January.
- Listed below is a summary of membership statistics through January 23, 2012:
  - Agency – 1,098 (1,096 in December 2011); decreased by 2
  - Individual – 2,081 (2,108 in December 2011); decreased by 27
  - Covered Staff Members (CSM's) – 3,994 (3,973 in December 2011); increased by 21
  - Total Number of Members (Individuals + CSM's) – 6,075 (6,081 in 2011); decreased by 6
  - Chapter Affiliate Members – 1,239 (unchanged from December)
- Acquisition #4, 2011 deadline was extended until January 20, 2012:
  - 47 new/reinstated members (5 agencies and 42 Individuals/Online)
  - Total revenue: \$6,657
  - Total expenses: \$5,932
  - Net revenue to IPMA-HR: \$725
- Acquisition #1, 2012 will be mailed to 25,000 prospects by the end of January. A deadline is March 28. We will exchange mailing lists with SHRM for 5,000 names for this direct mail.
- The 2011-2012 Chapter United Membership billing cycle is underway:
  - 4 chapters haven't submitted the 2011-2012 membership rosters (Inland Area Chapter, New Jersey Chapter, North Bay Chapter, and Patuxent River Basin Chapter);
  - Total number of chapter affiliate members is 1,239;
  - Total affiliate dues are \$28,925 (including outstanding balance - \$5,175)
- The annual membership satisfaction survey was conducted in December 2011. 207 members took the survey. The results will be shared with the Executive Council after we finish analyzing the responses.

## **Publications**

- We will be doubling the size of *Public Personnel Management* in an effort to get through the backlog faster.
- The focus of the March issue of the magazine is successful practices in public sector HR.
- The total number of IPMA-HR Facebook fans is now 716, up from about 700 in December. The page continues to be updated regularly.

## **Assessment**

- The month of December had gross test sales of \$96,000 with a net after credits of \$74,000. From January 1<sup>st</sup> -23<sup>rd</sup>, we had test sales totaling \$67,000.
- The Assessment Services Review blog (<http://asr.ipma-hr.org>) recent articles were:
  - Best Practices Standard
  - In this New Year; don't let your agency take a tumble back in time
- We acquired 35 new signers from 24 agencies in December. The first three weeks of January there were 24 signers from 17 agencies.
- Five test catalogs for fire, police, emergency communication, and corrections are being proofed and will be printed in the next couple of weeks.

## **Professional Development**

- The Major City/County meeting was held on January 26<sup>th</sup> – 27<sup>th</sup> and was hosted by the City and County of San Francisco. The meeting had 22 participants, which is an increase from the past two years. The 2013 Major City/County meeting will be hosted by San Diego County.
- The Developing Competencies for HR Success online course is scheduled to begin February 15<sup>th</sup>.
- A free webinar describing IPMA-HR's certification and certificate programs was offered on January 18<sup>th</sup> with 57 participants.
- IPMA-HR is offering two free webinars to members this winter. The first sponsored by PeopleAdmin covers on-boarding and is scheduled for January 31<sup>st</sup>. The second is sponsored by ADP on healthcare and will run the first week of March. These webinars are a great way to meet our members' many requests for free/low-cost training in light of tight budgets.
- We are planning on reviewing and updating the Developing Competencies for HR Success training program during this year.

## **International Training Conference**

- The general session speakers for the 2012 International Training Conference in Nashville have been finalized.
- We have almost \$53,000 in revenue from sponsors and exhibitors.

## **Certification**

- In 2011, we certified 137 people and recertified 170 people in the US.
- In January, we certified 6 people and recertified 24 people.
- Since the inception of the program we have certified a total of 6,817, with 3,941 being from China and 2,034 from the US.
- We have begun using the new certification exam.

## **Government Affairs**

- A free government affairs webinar was presented on January 12<sup>th</sup> with 214 participants.
- The legislative taskforce would like to receive information about National Labor Relations Board decisions.

- The DOL announced a notice of proposed rulemaking to codify changes made to the FMLA in 2009. The proposed rule makes clear that the military caregiver leave provisions apply to veterans as well as those on active duty, and to members of the armed forces as well as to members of the guard and reserve. The comment period will be open for 60 days.
- IPMA-HR joined several other associations in urging the EEOC not to change the rules regarding the use of criminal history investigations. The EEOC is considering limiting the use of criminal histories to the past 7 years. This is problematic especially for positions involving the care of vulnerable populations – children and the disabled.

#### **HR Center**

- The benchmarking survey results were presented at a webinar on December 15 with 33 participants.
- The HR policies & programs page continues to receive approximately 400 hits per month and is being continuously updated.
- The Successful Practices taskforce has agreed to meet quarterly and to cross-post case studies from the benchmarking reports. Recently added is the City of LA's wellness program.

#### **International**

- The competency training and certification exam was presented in Dubai in January. Jim Stratton, IPMA-CP was the instructor. There were 16 participants in the program and 10 passed the exam.
- There were 117 people who took the certification exam in China in November and December, with 97 passing.