2020 Legislative Update
Speaker: Laura Kalty, Partner Liebert Cassidy Whitmore (LCW)
January 16, 2020
Celebration Hall at Victoria Gardens
12505 Cultural Center Dr. Rancho Cucamonga CA 91739
8:00 AM Sign-In
8:30 AM – 10:00 AM Program
Laura Kalty of LCW will be presenting a comprehensive legal update, including statutory changes, new, and pending laws for 2020. Enjoy breakfast while receiving this comprehensive overview of employment compliance laws for the new year and get informed regarding the laws that will impact your organization in the coming year.

How I Attained the top HR Role and HR 2020 Challenges
Moderated Panel Discussion with HR Leaders and Q&A
Panel:
  Brenda Diederichs, Assistant CEO/HR Director Riverside County
  Stacey Lewis, Director of Human Resources at Port of Long Beach
  Nikki Salas, City Manager Barstow
Moderator: Robert Neuber, Human Resources Director City of Rancho Cucamonga
February 27, 2020
Riverside County Innovation Center 3450 14th Street Riverside CA 92501
8:00 AM – Sign-In
8:30 AM to 10:00 AM – Program
Ready to advance to the next level of your career? Join us for this informative session! The panel of distinguished HR professionals includes Human Resources Directors, an Assistant County CEO and City Managers, who will provide insight regarding advancing your career in HR. The panel will also provide you with their perspective on the challenges HR will face as we transition into a new decade. Copies of the new “HR20/20 Report: The IPMA-HR Guide to Transformative HR” will be provided to participants.

HR 101 – Employee Investigations
Speaker: Karen Resendez, Assistant Director of Human Resources City of Glendora
March 19, 2020
City of Upland Carnegie Library 123 E. D Street Upland CA 91786
8:00 AM – Sign-In
8:30 AM to 10:00 AM – Program
How to conduct employee investigations, how to work with your attorneys before during and after investigations, and how to work with independent outside investigators before, during, and after investigations.
HR 101 – Leaves, Leaves, Everywhere Leaves
Speaker: Rebecca Green, Senior Labor & Employment Attorney at Richards Watson Gershon
April 16, 2019
Celebration Hall at Victoria Gardens 12505 Cultural Center Dr. Rancho Cucamonga CA 91739
8:00 AM Sign-In
8:30 AM – 10:00 AM Program
Let’s discuss the various paid and unpaid leaves? Can we even question sick leave requests?
How do you handle suspected abuse? How should we respond to the various leave requests?
How do we know that employees are eligible for leaves, and what are our responsibilities in
providing these leaves?

HR Directors Roundtable
Hosted by IPMA-HR, IEPMA-HR, and City of Rancho Cucamonga
Featuring Neil Reichenberg IPMA-HR Executive Director
April 23, 2019
Rancho Cucamonga City Hall, TriCommunities Conference Room Rancho Cucamonga CA 91730
9:00 AM Continental Breakfast
9:30 AM Briefing and Discussion of Human Resources Issues
12:00 Noon Lunch
1:00 PM Briefing and Discussion of Human Resources Issues (continued)
3:00 PM Adjournment
Important issues facing Human Resource Directors will be discussed during this open forum. Participants are encouraged to list one issue on the registration form that they would like to discuss and to bring information about innovative programs. The list of issues will be shared with the participants prior to the meeting. Register on the IPMA-HR website at https://www.ipma-hr.org/events/detail/2020/04/23/default-calendar/hr-director's-roundtable---ca

Western Region IPMA-HR/IEPMA-HR/SCPMA Conference at Disneyland – May 3 – 6, 2020
Registration information: https://wripma-hr.org/event-3327395
Talent Acquisition in the Digital Age:  
*What’s the Cost and Where’s the Reward?*  
**Pamela Derby**, Principal HR Consultant, CPS HR Consulting  
July 16, 2020  
Frontier Project conference room 10440 Ashford St. Rancho Cucamonga, CA 91730  
8:00 AM – Sign-In  
8:30 AM to 10:00 AM – Program  
According to Gartner, Talent Acquisition costs have increased more than 25% in the past few years, but less than half of employees hired in the past 12 months say they would accept a position with their current employer again if they could turn back the clock. This presentation will break-down how ‘everything digital’ has changed recruitment to talent acquisition and some of the ways we can ensure that candidate satisfaction is not lost in this data-driven process.  

One-hour presentation followed by a structured Q&A with the group to discuss our experiences.

Running on Empty – Fatigue Management in the Workforce  
Speaker: **Kathy Espinoza**, Keenan & Associates  
September 24, 2020  
Celebration Hall at Victoria Gardens 12505 Cultural Center Dr. Rancho Cucamonga CA 91739  
8:00 AM Sign-In  
8:30 AM – 10:00 AM Program  
Fatigue, burnout, shift work and work/life balance wear heavily on our workforce, Today’s professionals are most vulnerable to stress overload and burnout due to working much more than 40 hours a week in an emotionally exhausting environment with coworkers who are exhausted as well. Coupled with limited control, shift work and reduced opportunity for sleep, these factors can lead to fatigue-related errors and injury. This session will discuss the impact of overtime on errors and provide a review of the literature on psychological and physiological stress and their effect on sleep and fatigue. The session will also look at the health effects from work scheduling and review overtime management programs.

HR Analytics  
Speaker: **Melissa Asher**, Senior Practice Leader, CPS HR Consulting  
October 15, 2020  
Celebration Hall at Victoria Gardens 12505 Cultural Center Dr. Rancho Cucamonga CA 91739  
8:00 AM Sign-In  
8:30 AM – 10:00 AM Program  
You know you need to know more, and you know you want to use them. This is great opportunity to learn from an expert and receive practical advice on how to put them to use.
Developing Competencies for HR Success
Hosted by IEPMA-HR, and City of Rancho Cucamonga
November 11, 12, 13, & 14, 2019
Rancho Cucamonga City Hall, Dona Merced Conference Room Rancho Cucamonga CA 91730
8:30 AM to 4:30 PM Each Day

Developing Competencies for HR Success is a comprehensive training program that teaches the benefits of understanding human resource competencies, how to apply them and how to integrate that knowledge into your business plan. This training is a great way to elevate yourself as a strategic player within your organization, from managing people issues to managing people-related business issues. Participants learn through discussion, exercises and assessments using the International Public Management Association for Human Resources (IPMA-HR) model as a vehicle for dialogue about changes happening within and around human resources. This comprehensive training course was developed by IPMA-HR to provide mid to senior level human resources professionals who are committed to working in the public sector, with a foundation for success. This course culminates in a multiple-choice exam used to assess your understanding of how the 20 competencies are tied to the success of HR professionals. A passing grade on the exam takes you a step closer toward achieving your professional certification and becoming an IPMA-Senior Certified Professional (IPMA-SCP). For requirements and application information refer to www.ipma-hr.org.

This comprehensive training program challenges HR professionals to meet the ever-changing demands of the public sector and prepares you to be a partner in organizational change – ensuring your agency’s relevance for the future. You will gain valuable tools and solutions that address the particular needs and demands of the public sector and gain expertise in the four major roles of HR: HR expert, business partner, leader and change agent. You will explore the 20 competencies for success, complete self-assessments, and have a clear action plan for continuing self-development. You will network with fellow human resources professionals, enjoy high-quality learning and better serve your agency with enhanced skills.

Cost: $650.00 - IEPMA-HR Members (Unpaid balances must be paid in full)
$775.00 - Non IEPMA-HR Members (Includes 2021 IEPMA-HR Membership)
(Includes snacks, lunch, materials, and one attempt at the exam)

SPACE IS LIMITED. REGISTER NOW.
Registration deadline: October 16, 2020
Registration must be paid in full by November 2, 2020
If paying by check, the check must be received by November 2, 2020

Holiday Networking (Party)
December 10, 2020
Haven City Market – 8443 Haven Avenue Rancho Cucamonga CA 91730
6:00 PM to 9:00 PM
Join us for some networking and holiday fun. Free for members. First drink is on us.