

**WRIPAC Meeting Agenda**  
**Thursday and Friday, October 9-10, 2014**  
**Knott's Berry Farm – Buena Park, Ca**

**THURSDAY, October 9, 2014**

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

**8:30 a.m. -8:45 a.m.**      **Welcome and Opening Remarks**  
Tina Pruett, WRIPAC President – City & County of San Francisco Human Resources

**8:45 a.m. – 10:15 a.m.**      **Introductions and Roundtable Discussion**  
In the ideal world of personnel assessment, we have unlimited financial and human resources, a large, motivated sample for field testing, an adequate supply of competent subject matter experts, sufficient time to perform all tasks, and clients who are well informed about what it takes to develop and maintain a high quality assessment system and who are uninfluenced by political considerations.

Then there is the real world that we inhabit. We face constraints and challenges that get in the way of our achieving the testing standards we aspire to. The key is to have a repertoire of innovative solutions or workarounds to overcome these obstacles.

WRIPAC's signature roundtable sessions allow members and guests to share challenges and success stories from their agencies, to solicit support and ideas on ways to address common issues that we all face, and to identify opportunities for WRIPAC as an organization to fill the gaps between the resources currently unavailable or too expensive. Our roundtable sessions help to identify future meeting presentation topics, as well as inform decisions on future trainings that WRIPAC can offer the HR community to develop the skills and abilities of our workforce. Attendees are encouraged to come prepared with questions or ideas to share with the group.

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

**10:30 a.m. – 12:00 a.m.**      **[Video Interviews: A Retrospective Journey and Look into the Future](#)**  
This session will provide a recap of LACOE's efforts to-date to optimize video interviewing technology as another tool in its selection toolbox. Discussion will focus on how the technology was integrated into the organization's selection system, lessons learned and its usefulness for the future. Participants will be encouraged to share similar efforts and ask questions. An extended Q&A session following the presentation will be facilitated to allow participants to explore the applicability of this testing modality in their organizations.

**Frank Olmos, Los Angeles County Office of Education**

Dr. Olmos is currently the Senior Human Resources Analyst at the Los Angeles County Office of Education (LACOE) and the author of Square Peg in a Round Hole: Out-of-Field Teaching and its Impact on Teacher Attrition.

He earned his joint doctorate degree in Educational Administration and Leadership from University of California, Irvine, and California State University,

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Los Angeles. Throughout his 16-year career, he has performed professional-level public personnel work in the areas of recruitment, assessment and selection, classification, and compensation for LACOE, Montebello Unified School District, and the City of Maywood. He is also currently serving as a member of the Board of Directors for the Personnel Testing Council of Southern California (PTC/SC).

**12:00 p.m. -1:30 p.m.**

**Lunch Break**

New Members are invited to participate in the New Members' Lunch (Location to be announced; non-hosted).

**1:30 p.m. – 3:00 p.m.**

**Committee Meetings/Innovations Project Teams**

Committees will subgroup to discuss current projects, and to develop goals to be accomplished prior to the next meeting.

**3:00 p.m. – 3:15 p.m.**

**Afternoon Break**

**3:15 p.m. – 4:30 p.m.**

**[Legal Update: Cases, Precedents, Trends and the Cutting Edge – A Look at the Current Goings-On in Assessment and HR Law](#)**

Join us for an overview of the latest court decisions and legislation, enacted and pending, affecting public sector recruitment, selection, hiring and employment practices. This informative and interactive session will provide valuable information for employers to safeguard against potential liability emerging from the current legal landscape.

**Kristine W. Kwong, Partner, Musick Peeler**

Bio to come

**Evening Activities:**

**Hospitality Suite**

Immediately following our meeting, come to our designated suite (room number to be announced at meeting) where cocktails and refreshments will be provided.

**6:00 – 9:00 p.m.**

**Dr. WRIPAC – Pirate's Dinner**

DR. WRIPAC is a professional networking event that gives our members and guests an opportunity to socialize and get to know one another outside of the meeting. For this meeting Dr. WRIPAC will be held at the Pirate's Dinner Adventure. Set aboard an authentically replicated 18th-century Spanish galleon measuring 46 feet long, 18 feet wide with 40 foot masts, the ship is anchored in a 300,000-gallon indoor lagoon with night sky lighting. Surrounding the lagoon is a six-sided showroom of six additional ships where the audience is seated to begin the show. Voyagers on each of the six ships have their own fearless pirate mascot whom they cheer on as the adventure unfolds with a cast of a dozen actors, singers, and stunt performers engaging in a bounty of action-packed exploits, accompanied by cannon blasts, pyrotechnics and plenty of laughs.

Tickets are available for \$25/per person, which includes a full dinner. Alcoholic beverages are not included, but may be purchased individually.

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**FRIDAY, October 10, 2014**

**8:00 a.m. – 8:30 a.m.**      **Coffee/Reconvene Meeting**  
Tina Pruett, WRIPAC President – City & County of San Francisco Human Resources

**8:30 a.m. – 10:00 a.m.**      **The Next Step in Unproctored Testing: Applicant Management Automation**  
This session will provide an overview of the County's efforts in implementing a new applicant tracking system, its efforts in automating the ordering and results gathering of exams, including unproctored exams. Discussion will include how unproctored testing plays into managing applicant volume and testing efficiency. A Q&A session following the presentation will be facilitated to allow participants to explore the applicability of this testing modality in their organizations.

**Anne Patten, County of Riverside**

Anne Patten is a Human Resources Analyst II at the County of Riverside. She has a Master of Science in Industrial/Organizational Psychology from California State University, San Bernardino. Anne has worked at the County for approximately four years maintaining the operational side of recruiting and has been heavily involved in test development. Most recently, she was instrumental in launching the County's new applicant tracking system, and specialized in its integration with unproctored testing.

**10:00 a.m. – 10:15 a.m.**      **Morning Break**

**10:15 a.m. – 10:45 a.m.**      **Continuation of Roundtable Discussion**

**10:45 a.m. – 12:30 p.m.**      **Business Meeting**  
Attendance at this meeting is required in order for your 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.

**12:30 p.m.**      **Adjournment**  
Thank you for coming! See you in Roseville for the next WRIPAC meeting January 29–30, 2015.

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**About WRIPAC**

WRIPAC is a non-profit human resources organization with over thirty small, medium, and large public agency members representing state and local governments, school districts, utility districts, and other public agencies in the Western States.

**MEETING COST** | WRIPAC Meetings (Thursday-Friday) are free to members and non-members alike. Individuals who wish to attend the Wednesday training that precedes the meeting will need to pay the associated Training fee.

**MEMBER BENEFITS** | As a member, your organization will have opportunities for training, professional development, and networking. You will have access to monographs, job postings, test material exchange, and more.

**JOIN WRIPAC** | Membership is open to any public agency in the Western United States. There is no fee to join WRIPAC. The membership process begins by attending one of the meetings held throughout the year. Your agency designates a representative to attend two consecutive meetings. Your agency submits a letter to WRIPAC identifying the designated representative and agreeing to the WRIPAC principles outlined in our bylaws. At the next meeting, your request is accepted and voted on by the current membership.

**MAINTAINING MEMBERSHIP** | Agency representatives are expected to be actively involved in a WRIPAC committee or in an administrative function. Following the initial two meetings, agency representatives are required to attend a minimum of two business meetings per fiscal year.

**UPCOMING TRAINING OPPORTUNITIES** | Each WRIPAC meeting is preceded by a training class. The upcoming training opportunities are provided below. Refer to [www.wripac.org](http://www.wripac.org) for more information and to register.

October 8, 2014: Performance Testing – Buena Park, CA  
Shelley Langan

October 8, 2014: Structured Interviews – Buena Park, CA  
Mike Willihnganz

October 8, 2014: Managing Multiple Interview Panels (MEMBER ONLY) – Buena Park, CA  
Bruce Topp

January 28, 2015: Strategic Partnering: The Role of the Selection Analyst in the Hiring Process – Roseville, CA  
Shelley Langan

January 29-30, 2015: WRIPAC Winter Meeting – Roseville, CA