



**Meeting Agenda**  
**Thursday and Friday, January 18-19, 2018**  
**Hilton Garden Inn – Fairfield, CA**

**THURSDAY, January 18, 2018**

- 8:00 a.m. – 8:30 a.m.      Coffee/Networking**
- 8:30 a.m. – 9:00 a.m.      Welcome and Opening Remarks**  
Philip J. Gordillo, President – Santa Clara County Office of Education
- 9:00 a.m. – 10:15 a.m.      Introduction of Individuals and Agencies Present / Roundtable Discussion**  
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 issues and questions that their agencies are currently facing that are related to WRIPAC’s core business. We ask that one speaker per agency may bring the topic to the group for discussion in order to allow time for all attendees to participate.
- 10:15 a.m. – 10:30 a.m.      Morning Break**
- 10:30 a.m. – 11:30 a.m.      *WORKPLACE BULLYING: A SILENT EPIDEMIC IN THE AMERICAN WORKFORCE?***  
*Presented by: Christopher Boucher, Esq.*  
*J.D. cum laude, AWI-CH, CLRM, SHRM-SCP*
- Workplace bullying, like childhood bullying, is the tendency of individuals or groups to use persistent aggressive or unreasonable behavior against a co-worker. For many of us, the word “bully” brings back memories of a playground bully from our childhood days. Yet, workplace bullying has become one of the most difficult areas to address in handling employee discipline for today’s human resources professionals. Although workplace bullying has not been



a frequent concern for HR professionals in the past, the statistics of employees being bullied at work have increased during recent years. To prove this point, the Workplace Bullying Institute (WBI) found, in a national survey, that 37 percent of the U.S. workforce, or 54 million employees, have been bullied now or at some time during their work life, thereby earning its title as a “silent epidemic” in the American workforce.

Join attorney and HR practitioner, Christopher Boucher, in an interactive presentation as he provides an overview on what constitutes workplace bullying, steps to identify and address workplace bullying behaviors, how to prevent it from happening, and corrective measures that meets progressive discipline standards. You will leave this presentation equipped with practical guidance on how to spot and address workplace bullying issues at work.

#### About the Presenter

Christopher Boucher currently serves as the Director of Human Resources/Chief Human Resources Officer for the Port of Oakland. Christopher directs the corporate administrative functions for both the Oakland seaport and the Oakland International Airport (OAK), including employee/labor relations, recruitment and selection, staffing, classification and compensation, benefits administration, payroll, organizational development, occupational health and safety, workers' compensation, equal employment opportunity, and Port-wide emergency planning and operations. Prior to joining the Port of Oakland, he has worked for public entities covering the areas of municipalities, public utilities, and K-12 as well as higher education.

Christopher is the President of the Northern California Chapter of the International Public Management Association - Human Resources (NCCIPMA-HR), and holds leadership positions with the International Public Management Association – Human Resources (IPMA-HR), the Western Region of the IPMA-HR (WRIPMA-HR), and the Public Employer Labor Relations Association of California (PELRAC).

Christopher earned a Bachelor of Arts degree in Political Science from the University of California, Berkeley, and graduated *cum laude* with a Juris Doctorate degree from the Abraham Lincoln University School of Law. In addition, he obtained a human



resources management certificate from Cornell University's School of Industrial and Labor Relations, and attended the Harvard Negotiation Institute at Harvard Law School. Christopher was recognized by Human Resource Executive magazine as its Top Five Rising Stars in 2016. He is a member of the State Bar of California.

**11:30 a.m. – 11:45 a.m.**

**Overview of Committees/Special Project Teams**

Members are required to actively participate in one of the committees. Guests are invited to attend a committee meeting of interest. Regular committee participation is a requirement to maintain or establish membership. Committees will meet immediately following lunch!

Current committees are:

**Meetings & Programs – Chair: Kelly Hunley**

**Shared Resources & Development – Chair: Ernest Montoya**

**Training Committee – Chair: Tina Pruett**

**Membership Committee – Chair: Kimberly Speakman**

**By-laws Project Committee – Chair:**

**11:45 a.m. – 1:15 p.m.**

**Lunch Break**

The Membership Committee invites you to join the us for a non-hosted group lunch. New and Prospective Members are encouraged to attend to get more information about membership, but all attendees are welcome regardless of how many WRIPAC meetings you've attended!

**1:15 p.m. – 2:15 p.m.**

**Committee Meetings/Special Project Teams**

Committees/Project Teams will meet to discuss current projects, and to develop goals to be accomplished prior to the next meeting.

**2:15 p.m. – 2:30 p.m.**

**Afternoon Break**

**2:30 p.m. – 4:00 p.m.**

**Continuation of Roundtable Discussion/Breakout Sessions**

Attendees who were unable to speak during our morning session will have the opportunity to share their ideas or questions with the group. Time permitting, we will break out into smaller discussion groups.



## Evening Activities

5:30 – 7:30

### **Dr. WRIPAC Networking Social Event**

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.

Dr. WRIPAC for this meeting will feature Paint Nite! Paint Nite is bringing us everything we need to create a one-of-a-kind painting. A skilled artist will guide us through two lively hours of creativity, appetizers and drinks, laughter and fun. The best part? You don't have to be an artist to have an amazing time. We will be painting this image below! For those traveling with guests, you can bring them along. Colleagues who can't get out of the office during the day are welcome to join us!





## **FRIDAY, January 19, 2018**

**8:15 a.m. – 8:45 a.m.**

**Coffee/Reconvene Meeting – Philip J. Gordillo**

**8:45 a.m. – 9:45 a.m.**

**Continuation of Committee Meetings/Special Project Teams/Round-Table**

Depending on our progress from Thursday, we will either reconvene our Committee Meetings or our Round-Table discussions

**9:45 a.m. – 10:00 a.m.**

**Morning Break/Hotel Check-out**

**10:00 a.m. – 11:00 a.m.**

***Champions for Leadership: Preparing Transformational Leaders***

*Presented by: Demerris Brooks, Ed.D., Director of Workforce and Organization Development in the Human Resources Branch of the Santa Clara County Office of Education.*

By growing leaders from within and developing staff to their full potential, the Santa Clara County Office of Education strives to match student and organizational need to the career aspirations of individuals. The Champions for Leadership (CFL) program empowers cohort members to have a positive and significant impact on students through action-learning projects, mentoring, and professional development.

### About the Presenter

**Demerris Brooks, Ed.D.** is the Director of Workforce and Organization Development in the Human Resources Branch of the Santa Clara County Office of Education. The Workforce and Organization Development team supports and sustains efforts to build a responsive, agile, efficient, and healthy organization using evidence-based research and best-practices that support the SCCOE mission, vision, and goals. Dr. Brooks began her career as a secondary English teacher and has spent over 20 years as a K-12 and university administrator. Her areas of interest are diversity, gender equity, universal design, and unbiased student conduct processes.



11:00 a.m. – 12:30 p.m.

**Business Meeting – MEMBER ATTENDANCE REQUIRED – Philip J. Gordillo**

Attendance at this meeting is required in order for your participation to be counted for membership purposes. As a reminder, you must attend two business meetings in a row to become a member and two out of three meetings per year to maintain membership.

12:30 p.m.

**Adjournment:**

***Thank you for coming! See you in Torrance, CA in the Spring!***

**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. For detailed information go to [www.wripac.org](http://www.wripac.org):

Early Registration - \$175 members/\$225 non-members

Late Registration - \$200 members/\$250 non-members

**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.