**WRIPAC Meeting Agenda**

**Thursday and Friday, May 2 & 3**

**EBMUD at Port of Oakland (Exhibit Room)**

**Thursday, May 2, 2019**

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

8:30 a.m. to 8:45 a.m. **Welcome and Opening Remarks**

Laura Salangsang, Host Agency – East Bay Municipal Utilities District

Crystal Slaten, WRIPAC President– Long Beach Civil Service Commission

8:45 a.m. to 10:00 a.m. Is it Just Me or My Pay Structure?

Christi Tenter – CPS-HR

Do you have an excessive amount of reclassification requests? Are you working with an outdate pay structure? Join us while we explore two significant issues in the world of compensation! First, the importance and the techniques of maintaining fair and equitable compensation between jobs (vertical) and positions allocated within each job classification (horizontal); and second, the realities of how a poorly designed pay structure and policies administering them affects individual pay progression.

Christi Tenter, CPS- HR Christi has over 20 years’ experience in the field of Human Resources, with significant experience and expertise in Classification and compensation. With experience in both the public and private sectors, Christi understands the challenges and opportunities that present themselves when addressing pay structures and alignment.

10:00 a.m. to 10:15 a.m. **BREAK**

10:15 a.m. to 11:30 a.m. **Introductions/Roundtable Discussion**

Attendees are encouraged to come prepared with issues and questions that their agencies are currently facing to bring to the group for discussion.

11:30 a.m. to 12:45 p.m. **Lunch Break**

12: 45 a.m. to 2:00 p.m. **Committee Meetings/Innovations Project Teams**

2:00 p.m. to 3:00 p.m. Best Practices in Class and Comp Studies & How to Mitigate the Politics Behind Them!

**Katie Kaneko, Koff & Associates**

Join Katie Kaneko and Georg Krammer as they share practices and insights in implementing a classification and compensation study. Politics and labor issues during the implementation phase of a class and comp study often makes the project far more complex than anticipated. Explore the practical steps you can do to ensure successful implementation of your study, and how to prepare yourself for the organization issues that will arise.

Katie has twenty-five (25) years of management level human resources experience, both as a human resources director and as a management consultant in the technology industry as well as the public sector. She has extensive experience in compensation including equity plans and performance incentive programs, survey design and reporting, recruitment in both the public and private sector; staffing; classification and job analysis; compensation and job evaluation techniques, employee relations, retention strategies, infrastructure development; coaching; policy and procedure development; mergers and acquisitions; change management and employee training.

Georg brings over 20 years of management-level human resources experience to Koff & Associates with an emphasis in classification and compensation design; executive and staff recruitment; market salary studies; organizational development; performance management; and employee relations, in the public sector, large corporations and small, minority-owned businesses.

3:15 p.m. to 3:30 p.m. **Afternoon Break**

3:30 p.m. – 5:00 p.m. **Round Table Continues**

Evening Activities: **Dr. WRIPAC** - **Hospitality Event**

Happy Hour at Plank! Time to network and have fun! Located in Jack London Square, Plank has outdoor beer garden seating, happy hour specials and optional activities such as bocce, bowling and video games.

**WRIPAC Meeting Agenda**

**Friday, May 3 (Exhibit Room)**

**EBMUD at Port of Oakland**

8:00 a.m. to 8:30 a.m. Coffee/Reconvene meeting

8:30 a.m. to 10:00 a.m. Continuation of Roundtable Discussion

10:00 a.m. to 10: 15 a.m. Morning Break

10:15 a.m. to Noon 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.

Noon Adjournment

 Thank you for coming! See you in September (25-27)!

 Next meeting: County of Orange