



**National Association of State Personnel Executives  
Classification and Compensation  
Networking Forum  
Wednesday, August 18, 2010  
3:00 pm ET**

**To access the call, dial 319-279-1000 and enter code 146893#.**

**AGENDA**

- |   |  |
|---|--|
| I. Call To Order  | Nicki Neal, Alaska (Forum Facilitator) |
| II. Roll Call   | Leslie Scott, NASPE                    |
| III. Discussion Topics  |  |
| A. Good, accurate total compensation data                       | Debbie Cragun, Utah                    |
| B. How the economy has affected pay, benefits<br>and retirement | Karen Fassler, Colorado                |
| IV. Suggested Topics for November Call                          | Neal                                   |
| V. Other Business/Next Steps                                    |  |
| VI. Adjourn   |  |

## Classification and Compensation Membership

Primary Contact/Organization	First Name	Last Name	Title
Alaska Division of Personnel	Cindy	Gouveia	
Alaska Division of Personnel	Pam	Day	Employee Services Manager
Alaska Division of Personnel	Nicki	Neal	Director
Alaska Division of Personnel	Robert	Weber	Classification Analyst
Alaska Division of Personnel	Keith	Murry	Classification Analyst
Alaska Division of Personnel	Brandon	Cullum	Classification Analyst
Arizona Department of Environmental Quality	Tricia		HR Manager
Colorado Department of Corrections	Alison	Morgan	Acting Director, Office of Human Resources
Colorado Department of Corrections	Frances	Massingill	Manager, Employee Services
Colorado Division of Human Resources	Alicia	Melendez	HR Specialist
Colorado Division of Human Resources	Joi	Simpson	Program Coordinator
Colorado Division of Human Resources	Karen	Fassler	Manager, Total Compensation
Colorado Division of Human Resources	Kristi	Rudy	Compensation Specialist
Colorado Division of Human Resources	Linda	Elliott-Traylor	HR Specialist
Colorado Division of Human Resources	Travis	Engelhardt	HR Specialist
Delaware Human Resource Management	Jeanette	Hammon	Manager of Classification
Delaware Human Resource Management	Linda	McCloskey	Director
Delaware Human Resource Management	Lisa	Allison	Manager of Compensation
Florida Department of Management Services	Phil	Spooner	Manager, Workforce Design & Compensation
Hawaii Department of Human Resources Development	Dawn	Young	Personnel Program Manager
Hawaii Department of Human Resources Development	Joy	Inouye	Personnel Program Manager
Indiana State Personnel Department	Daniel	Hackler	Director
Indiana State Personnel Department	Kristi	Hall	Director of Compensation & Organizational Design
Louisiana Department of State Civil Service	Glenn	Balentine	HR Division Administrator

Louisiana Department of State Civil Service	Jean	Jones	Deputy Director
Louisiana Department of State Civil Service	Judy	McGimsey	HR Division Administrator
Louisiana Department of State Civil Service	Kenyetta	Sewell	Civil Service Administrative Officer
Louisiana Department of State Civil Service	Paul	St. Dizier	General Counsel
Louisiana Department of State Civil Service	Rainette	Stephens	HR Division Administrator
Louisiana Department of State Civil Service	Ranzy	Montet	HR Division Administrator
Louisiana Department of State Civil Service	Shannon	Duplessis	HR Assistant Division Admin
Louisiana Department of State Civil Service	Shannon	Templet	Director
Maine Bureau of Human Resources	J.	Cotnoir	Merit System Coordinator
Maine Bureau of Human Resources	Robin	Danforth	Merit System Coordinator
Massachusetts Human Resource Division	Amy	Lynch	Personnel Analyst
Michigan Civil Service Commission	Amy	Cahoon	Compensation Manager
Michigan Civil Service Commission	Anthony	Carter	Personnel Management Analyst
Michigan Civil Service Commission	Joyce	Simon	Personnel Management Specialist
Michigan Civil Service Commission	Kathy	Sundland	Personnel Management Specialist
Michigan Civil Service Commission	Leanne	Braman	Personnel Management Analyst
Michigan Civil Service Commission	Leslie	Thomas	Regional HR Manager
Michigan Civil Service Commission	Matthew	Fedorchuk	Director
Michigan Civil Service Commission	Michele	Mann	Human Resources Specialit
Michigan Civil Service Commission	Tammy	Mans	Personnel Management Specialist
Michigan Civil Service Commission	Theresa	DeLuca	Leave Administrator
Montana Human Resources Division	Beth	Strandberg	Human Resource Consultant
Montana Human Resources Division	Christina	Blazer	
Montana Human Resources Division	Peggy	Davis	Bureau Chief
Montana Human Resources Division	Randy	Morris	
NASPE	Jessica	Ruble	Marketing and Meeting Coordinator
Nebraska State Personnel Division	Andy	Russell	
Nebraska State Personnel Division	Jennifer	Monroe	Personnel Analyst
Nebraska State Personnel Division	Kellie	Graham	Personnel Analyst
Nevada Department of Personnel	Brenda	Harvey	Personnel Analyst
Nevada Department of Personnel	Peter	Long	Chief Personnel Executive
New York Department of Civil Service	Patricia A.	Hite	Director of Classification and Compensation

North Carolina Office of State Personnel	Don	Nattress	Human Resource Consultant
North Carolina Office of State Personnel	Pam	Bowling	Director, Classification and Compensation
Oklahoma Office of Personnel Management	Susan	Loftin	HR Program Manager
Oklahoma Office of Personnel Management	Tom	Patt	Director
Oregon Human Resource Services Division	Laurie	Grenya	Class/Comp Consultant
Pennsylvania Department of Health	Michele	McDevitt	Chief, Classification & Pay
Utah Department of Human Resource Management	Barbara	Smith	
Utah Department of Human Resource Management	Billie	King	
Utah Department of Human Resource Management	Debbie	Cragun	Human Resource Admin Director
Utah Department of Human Resource Management	Mary	Christensen	
Washington Department of Personnel	Lisa	Skriletz	Classification Manager
Washington Department of Personnel	Mark	Ackerson	Classification & Pay
Washington Department of Personnel	Melia	Olsen	Compensation Manager
Washington Department of Personnel	Melissa	Rubenstein	Senior Human Resource Consultant
Washington Department of Personnel	Teri	Thompson	Classification & Compensation Program Director
West Virginia Division of Personnel	Mark	Isabella	
Wisconsin Office of State Employment Relations	Ed	Porter	Executive Human Resources Officer
Wisconsin Office of State Employment Relations	Erin	Fath	Executive Human Resources Specialist – Sr.
Wisconsin Office of State Employment Relations	Joe	Wineke	
Wisconsin Office of State Employment Relations	John	Wiesman	Compensation Analyst
Wisconsin Office of State Employment Relations	Kathy	Lemkuhl Pedersen	Executive Human Resources Specialist – Sr.
Wisconsin Office of State Employment Relations	Linda	Brennan	
Wisconsin Office of State Employment Relations	Lynn	Maulbetsch	
Wisconsin Office of State Employment Relations	Pat	Waterman	

Wisconsin Office of State Employment Relations	Paul	Ostrowski	
Wisconsin Office of State Employment Relations	Scott	DuBenske	Human Resources Consultant
Wisconsin Office of State Employment Relations	Shari	Nevel	
Wisconsin Office of State Employment Relations	Tim	Borchert	

## How you get into the NASPE online groups

**Step 1.** You will first join GovLoop which is a huge online network. Follow the invitation link <http://www.govloop.com/main/authorization/signUp> (Sign Up for GovLoop - Social Network for Government 2.0) and complete the questions for application. When you're done, it will indicate that you will get a confirmation email that you'll need to access to proceed.

You get an email asking you to go to a linked site and provide your email again to confirm they have the right person. Looks like this:

```
-----Original Message-----
From: GovLoop - Social Network for Government 2.0 [mailto:mail@govloop.com]
Sent: Monday, November 30, 2009 9:42 AM
To: Porter, Edward J - OSER
Subject: Verify Your Email on GovLoop - Social Network for Government 2.0

Hello,

We need to verify your email address before you can sign in to GovLoop -
Social Network for Government 2.0.
Please click on the link below to verify your email address:

http://www.govloop.com/?vkey=MTE1NDM4NTpFVjo3ODY3NTcyNA\_x&xg\_source=msg\_veri\_fy\_email

GovLoop - Social Network for Government 2.0
```

**Within about an hour or so, you get an email of membership approval in GovLoop. Looks like this:**

-----Original Message-----  
From: GovLoop - Social Network for Government 2.0 [mailto:mail@govloop.com]  
Sent: Monday, November 30, 2009 1:02 PM  
To: Porter, Edward J - OSER  
Subject: Your GovLoop - Social Network for Government 2.0 membership has been approved

Congratulations! Your GovLoop - Social Network for Government 2.0 membership has been approved.

You can now sign in using your email address here:  
[http://www.govloop.com/profile/EdPorter?xg\\_source=msg\\_wel\\_accepted](http://www.govloop.com/profile/EdPorter?xg_source=msg_wel_accepted)

GovLoop - Social Network for Government 2.0

**Step 2:** Now you're ready to join the NASPE forums. Once you're a GovLoop member and you've logged into GovLoop, you can search the groups for "NASPE" groups you are interested in.

## Search Results (6)

Naspe



### [NASPE Classification and Compensation Forum](#)

20 members  
Latest Activity: Nov 23  
A forum for state government classification and compensation specialists sponsored by the National Association of State Personnel Executives.



### [NASPE Health Care Benefits Networking Forum](#)

2 members  
Latest Activity: Oct 23  
National Association of State Personnel Executives online discussion forum for those involved with state government employee health care benefits admin...



### [NASPE Recruitment and Retention Networking Forum](#)

18 members  
Latest Activity: Nov 23  
A forum for state government recruitment and retention specialists sponsored by the National Association of State Personnel Executives.



### [NASPE Workforce Planning Networking Forum](#)

23 members  
Latest Activity: Nov 23  
A forum for state government workforce planning specialists sponsored by the National Association of State Personnel Executives



### [NASPE HR Information Technology Networking Forum](#)

10 members  
Latest Activity: Nov 18  
A forum for state government human resource information technology specialists sponsored by the National Association of State Personnel Executives.



### [NASPE](#)

5 members  
Latest Activity: Jul 28  
National Association of State Personnel Executives represents the directors and deputy directors of each U.S. state government's central HR department...

**Select the forums that you want to participate in. First, you will submit an approval to request access of the group creator.**

**Within a day or so you'll get an email confirmation that you've been accepted as a member of that group. Looks like this:**

```
-----Original Message-----  
From: GovLoop - Social Network for Government 2.0 [mailto:mail@govloop.com]  
Sent: Tuesday, December 01, 2009 9:44 AM  
To: Porter, Edward J - OSER  
Subject: Welcome to NASPE Classification and Compensation Forum on GovLoop -  
Social Network for Government 2.0  
  
Welcome to the Group "NASPE Classification and Compensation Forum" on GovLoop  
- Social Network for Government 2.0  
  
To view this group, visit:  
http://www.govloop.com/group/naspeclassificationandcompensationforum?xg\_source=msg\_wel\_group  
  
GovLoop - Social Network for Government 2.0  
  
--  
To control which emails you receive on GovLoop - Social Network for  
Government 2.0, go to:  
http://www.govloop.com/profiles/profile/emailSettings?xg\_source=msg\_wel\_group
```

**Now you can log in, find your forum group and participate in the online group discussions.**



## **Classification/Compensation Topics discussed in 2008-09**

- Classification program design
- Performance pay
- Dual compensation tracking
- Movement through the pay range
- Compression
- Incentives
- Market-based system
- Grade creep
- Recognition awards
- Lilly Ledbetter Fair Pay Act
- Colorado Pay Practices Survey