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National Association of State Personnel Executives



MEMBER BENEFITS GUIDE

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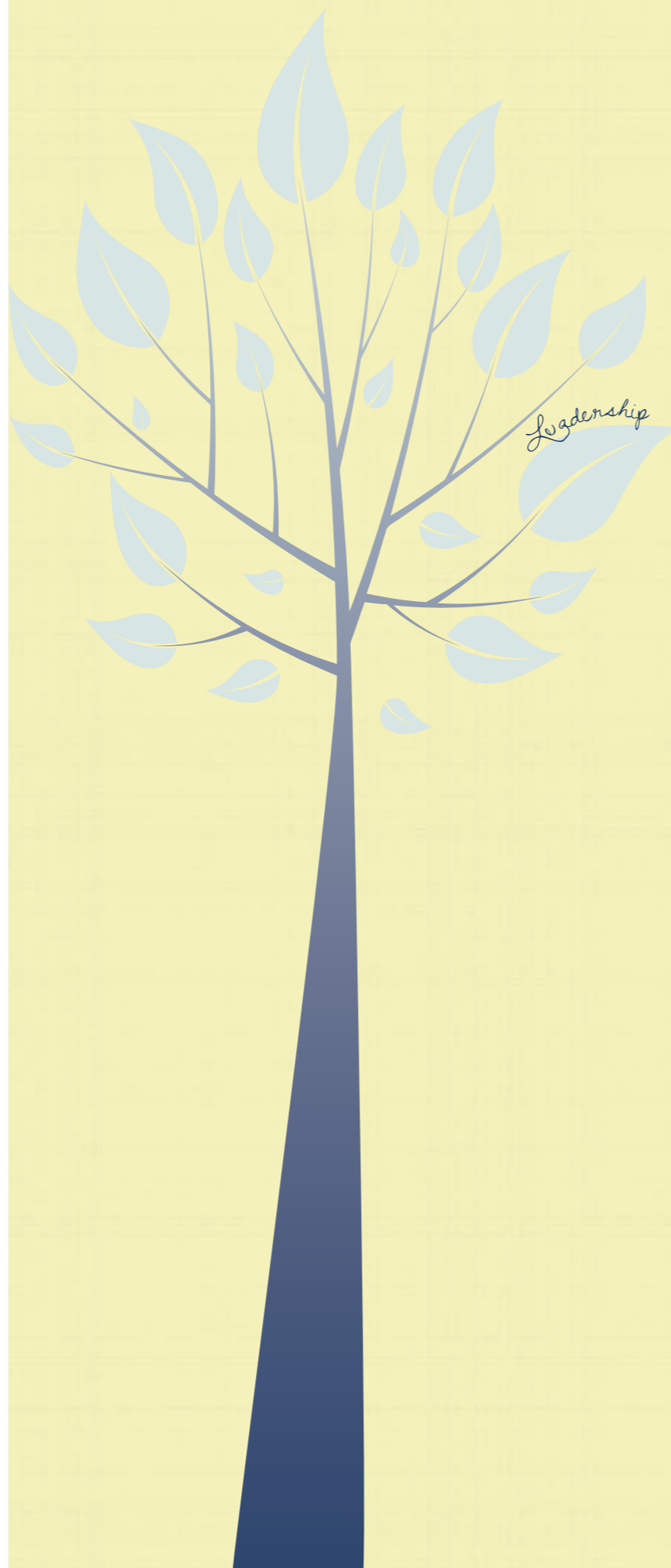
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ABOUT

The National Association of State Personnel Executives (NASPE), a non-profit organization, was established in 1977 to enhance communication and the exchange of information among personnel executives.

NASPE is an affiliate organization of The Council of State Governments (CSG). Founded in 1933, CSG serves the executive, judicial, and legislative branches of state governments across the country through leadership education, research and information services.

NASPE STAFF

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www.naspe.memberclicks.net

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MISSION STATEMENT

NASPE provides a national leadership forum to advance state government human resources through the exchange of best practices, strategies and solutions.

VALUES

Public Service: We are dedicated to the value of public service, the promotion of state government service and the recognition of state government employees.

HR Excellence: We champion the highest standards of excellence in human resources practices/programs and among human resources professionals in state government.

Collaboration: We seek to build and sustain strong, productive partnerships with organizations with shared interests. And, we support and mentor one another by freely sharing expertise and information.

Credibility: We are committed to being a resource for sound information and producing high-quality, accurate research and reports.

Communication: We maximize opportunities for exchange, interaction and involvement through meetings, teleconferences, newsletters and electronic and web-based information.

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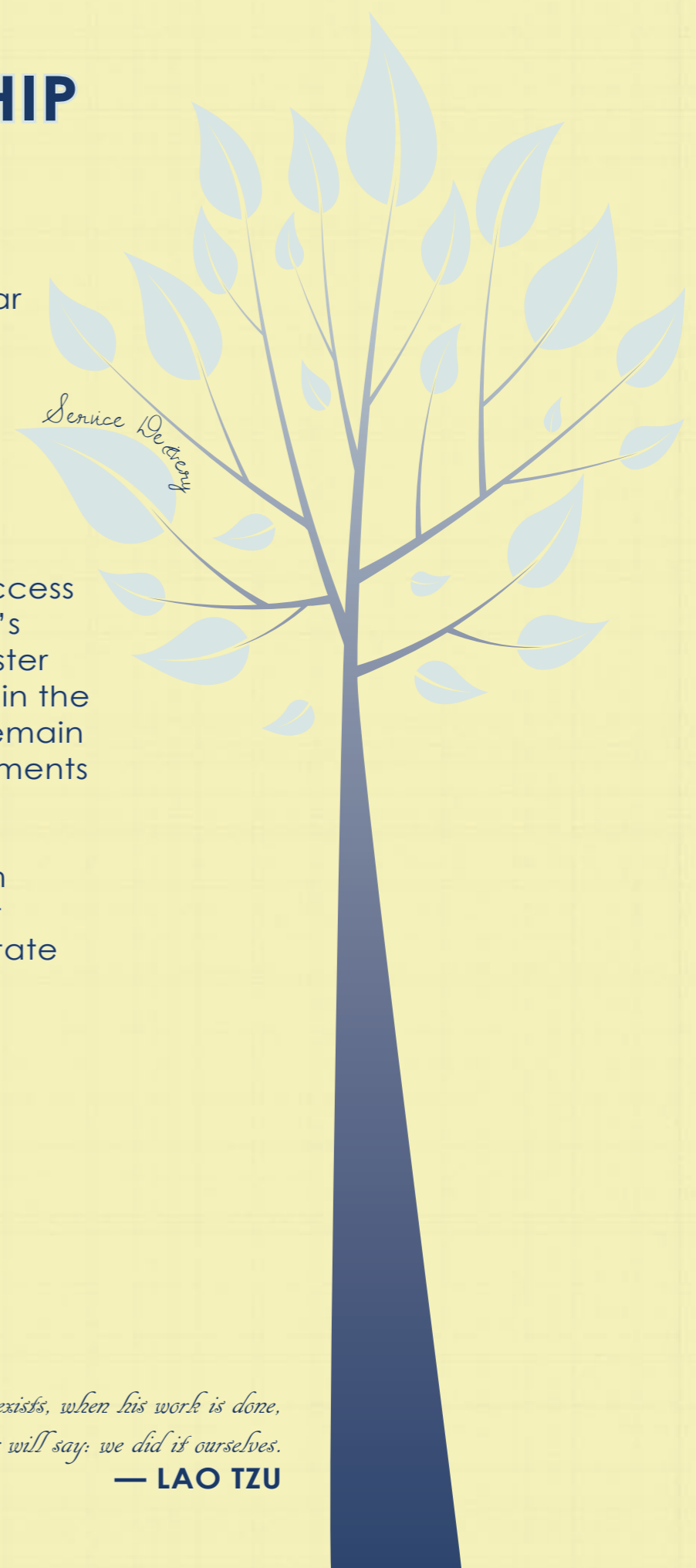
DUES AND MEMBERSHIP

NASPE dues are paid on a fiscal year (July 1-June 30). Dues invoices for the upcoming year are sent in March of each year.

NASPE dues are \$5,000 per year for state members and includes registration, 3 nights' hotel, and airfare for one person per dues-paying state to the Annual Meeting.

HR professionals throughout the state may access NASPE benefits and resources, but it is NASPE's practice to limit those listed on the official roster to the top three (four at most) senior HR staff in the central HR agency. Others in the state can remain on NASPE's mailing list for general announcements such as meetings and publications.

NASPE has a corporate membership program available to private-sector organizations that provide products, services and solutions for state government human resource management.



“

A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves.

— LAO TZU

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NASPE RESOURCES



PUBLICATIONS

Newsletters {electronic}

Executive

Headlines from around the country on issues related to state government HR management. Published each Friday.

Inside NASPE

Association news, including membership updates, committee reports and upcoming activities

HR ARCHITECTURE SURVEY

Provides an overview of each state's organizational structure for HR service delivery, as well as number of employees and unionized workforce. (Latest edition released at 2011 Annual Meeting)

HEALTHCARE BENEFITS WHITEPAPERS

Roundtable Discussion: Expert Views on State Employee Healthcare (July 2011)

Outlines the challenges states face in providing healthcare state employees (July 2010)

This is a follow up to a NASPE 2006 healthcare benefits whitepaper

SUCCESSION PLANNING IN A MERIT ENVIRONMENT

As the title aptly describes, this whitepaper focus on the challenges of and strategies for conducting succession planning in a merit environment.

HR METRICS TOOLKIT

This toolkit identifies 22 strategic HR measures and suggested formulas that state government HR executives may want to utilize to measure results of HR programs and services.

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STATE PROFILES/DIRECTORY

A snapshot of each state's HR operations
(All publications are available on the NASPE website in the Research and Publications area. Many are password protected.)

WEBSITE

<http://naspe.memberclicks.net/>

NASPE's website includes:

- Calendar of Events
- State news headlines
- Online registration
- Online membership dues renewal
- Member portal Publications and Research Member Roster
- Committee/Networking Forum Pages Links to each state HR department
Links to state government job postings

LISTSERVE

The NASPE listserve allows members to quickly query the membership to get answers to brief questions. Members are asked to limit the length of their inquiry as to encourage responses from member states. There is always the opportunity to follow up with states should your need further information.

To distribute a question, e-mail the question(s) to NASPE staff. Make sure the information includes to whom the responses should be sent (include e-mail address) and the deadline for responding.

NETWORKING FORUMS

Networking forums were developed in 2008 to facilitate communication and information sharing among the states.

These forums, while beneficial for HR Executives, are particularly designed for subject matter experts to broaden horizons and connect with their counterparts across the country.

These forums conduct bi-monthly or quarterly conference calls to discuss issues of common interest.

To participate, simply send an email to Leslie Scott (lscott@csg.org) and asked to be added to the distribution list.



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CURRENT FORUMS

- Classification and Compensation
- Healthcare
- HR Information Technology
- Recruitment and Retention /Workforce Planning

Each forum has a web page with resources and materials from previous meetings.

WEBINARS

Throughout the year, NASPE partners with other organization and its corporate partners to produce webinars on issues of interest. These are typically free of charge to the NASPE membership.

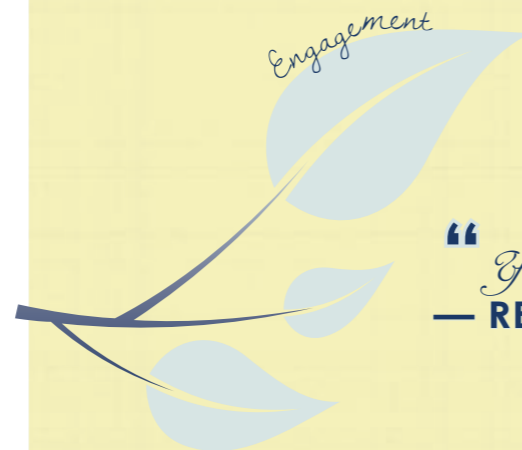
Recent webinars include: Time & Attendance Management, Shared Services, Healthcare Reform's Effects on State Government as an Employer, Cloud Computing, State IT Workforce Challenges.

STATE EMPLOYEE RECOGNITION DAY

First Wednesday in May (of the first full week of the month)

Some states are unable to celebrate in May but do something at a different time in the year.

NASPE publishes a guide to State Employee Recognition Day that includes ideas on low cost/no-cost ways to recognize employees, sample wording for gubernatorial proclamations, and information on state governments have recognized the day in previous years.



“

You manage things; you lead people.

— **REAR ADMIRAL GRACE MURRAY HOPPER**

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COMMITTEES

EXECUTIVE COMMITTEE

- Comprised of NASPE officers and at-large representatives.
- Committee members are nominated (see Nominating Committee) and approved by a vote of the members at the Annual Business Meeting.

AWARDS COMMITTEE

- Reviews criteria and eligibility requirements for “The NASPE’s” Awards Program.
- Reviews submissions and determines award winners
- Call for Submissions is distributed in January with submission deadlines in late March; Winners are announced by late April.
- Great committee to get ideas for programs to implement in your state.

FINANCE/MEMBERSHIP COMMITTEE

- Monitors association financial status and makes recommendations to the Executive Committee.
- Develops budget for upcoming year.
- Develops and implements membership recruitment and retention strategies.
- Chaired by NASPE Secretary/Treasurer.

MEETINGS COMMITTEE

- Plans educational programs for NASPE Annual and Mid-Year Meeting.
- Chaired by NASPE President-Elect.

NOMINATING COMMITTEE

- Proposes Executive Committee slate for upcoming year.
- Chaired by Immediate Past President.

Participation on NASPE Committees is simply the best way to get involved with the association. Soon after the annual meeting a committee sign-up form will be distributed. Members are encouraged to let NASPE members know which committees they have interest.



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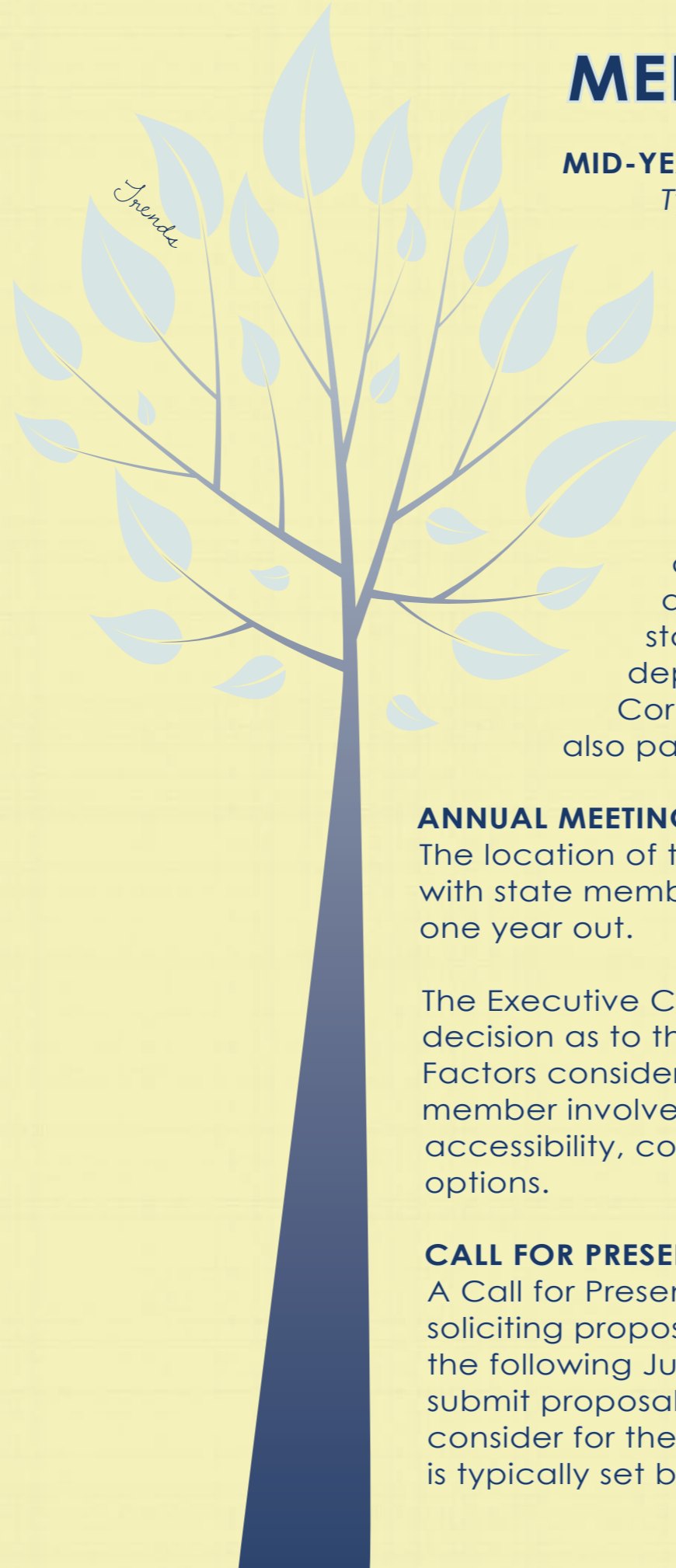
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MEETINGS

MID-YEAR MEETING

Typically held in late January in Washington, DC (Friday evening - Sunday morning)
State HR Directors and Deputy Directors only. Roundtable discussion on hot topics

ANNUAL MEETING

Typically held in July
Location rotates regionally around the country. Open to all senior HR professionals in state government central HR department and line agencies. Corporate members and sponsors also participate.

ANNUAL MEETING SITE SELECTION

The location of the meeting rotates regionally, with state members bidding to host the meeting one year out.

The Executive Committee makes the final decision as to the location of the meeting. Factors considered are regional rotation, member involvement, airport/transportation accessibility, costs of lodging/meeting space options.

CALL FOR PRESENTATIONS

A Call for Presentations is distributed in the fall soliciting proposals for the Annual Meeting the following July. States are encouraged to submit proposals for the Meetings Committee to consider for the Annual Meeting agenda, which is typically set by February or early March.

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1976-77

Lowell Long (KS)

1977-78

Jack Mullins (SC)

1978-79

Richard A. Ross (MI)

1979-80

John E. Millett (PA)

1980-81

Richard L. Barrett (ID)

1981-82

Harold H. Webb (NC)

1982-83

Charles E. Storm (GA)

1983-84

Sandra Biloon (CT)

1984-85

Artee Williams (AR)

1985-86

James E. Thomas (OK)

1986-87

Eugene H. Rooney (MA)

1987-88

Halycon Vance Ballard (AL)

1988-89

Bradford Southworth (RI)

1989-90

Phyllis Mayes (SC)

1990-91

Glenn Rock (NV)

1991-92

Gloria Harmon (CA)

1992-93

Martha Bibbs (MI)

1993-94

Martha Bibbs (MI)

1994-95

Oscar B. Jackson, Jr. (OK)

1995-96

Bobbie Jean Bennett (GA)

1996-97

Linda G. Hanson (IA)

1997-98

David J. Tirapelle (CA)

1998-99

Robert "Steve" Stephens (GA)

1999-2000

Ronald G. Penny (NC)

2000-01

Donna Traywick (SC)

2001-02

Mollie Anderson (IA)

2002-03

D. Sue Roberson (IN)

2003-04

Jeff Schutt (CO)

2004-05

Sam Wilkins (SC)

2005-06

Anne Soileau (LA)

2006-07

Sara Wilson (VA)

2007-08

Jim Farrell (MI) through April 2008

2007-08

Dana Jefferson (DE) Nord (WA)

2008-09

Dana Jefferson (DE)

2009-10

Jeff Herring (UT)

2010-11

Eva Santos (WA)

2011-12

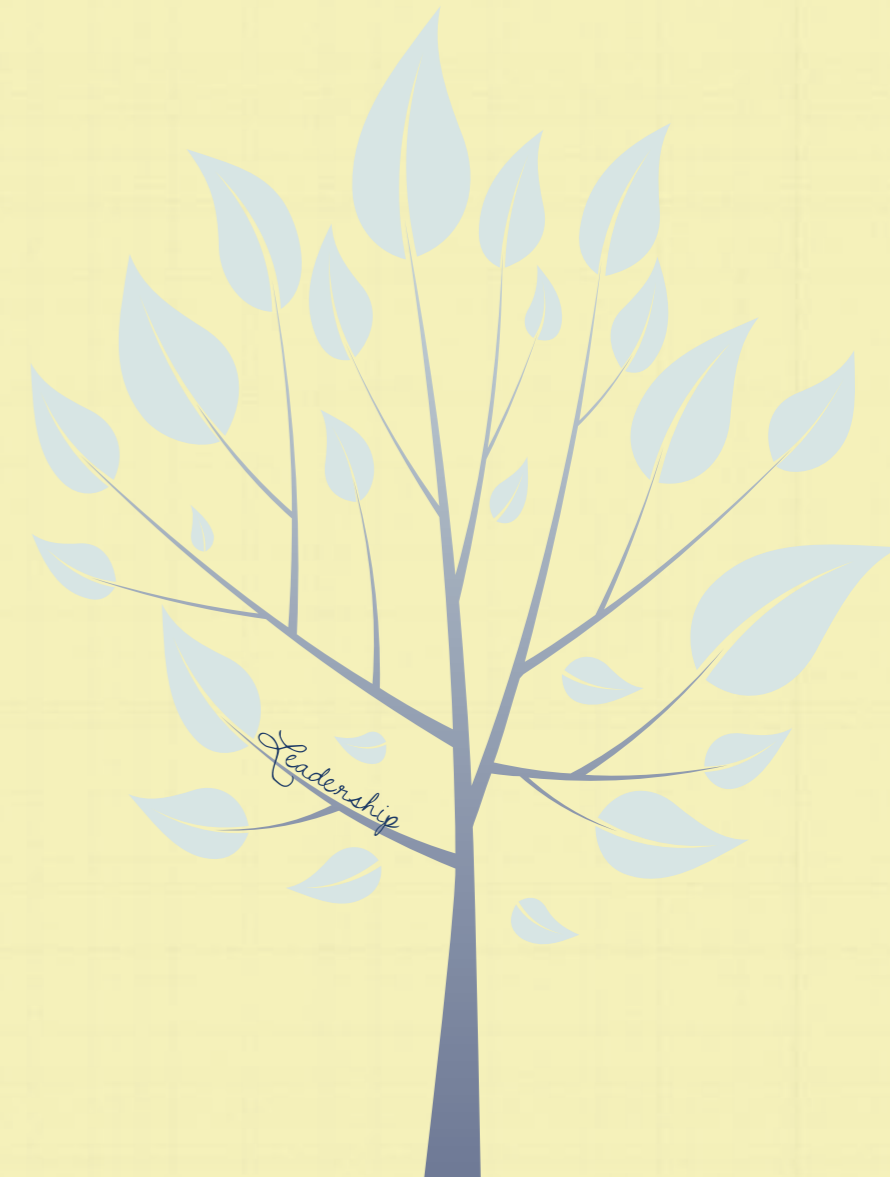
Randy Morris (MT)

2012-13

Shannon Templet (LA)

2013-14

Rebecca Hunter (TN)



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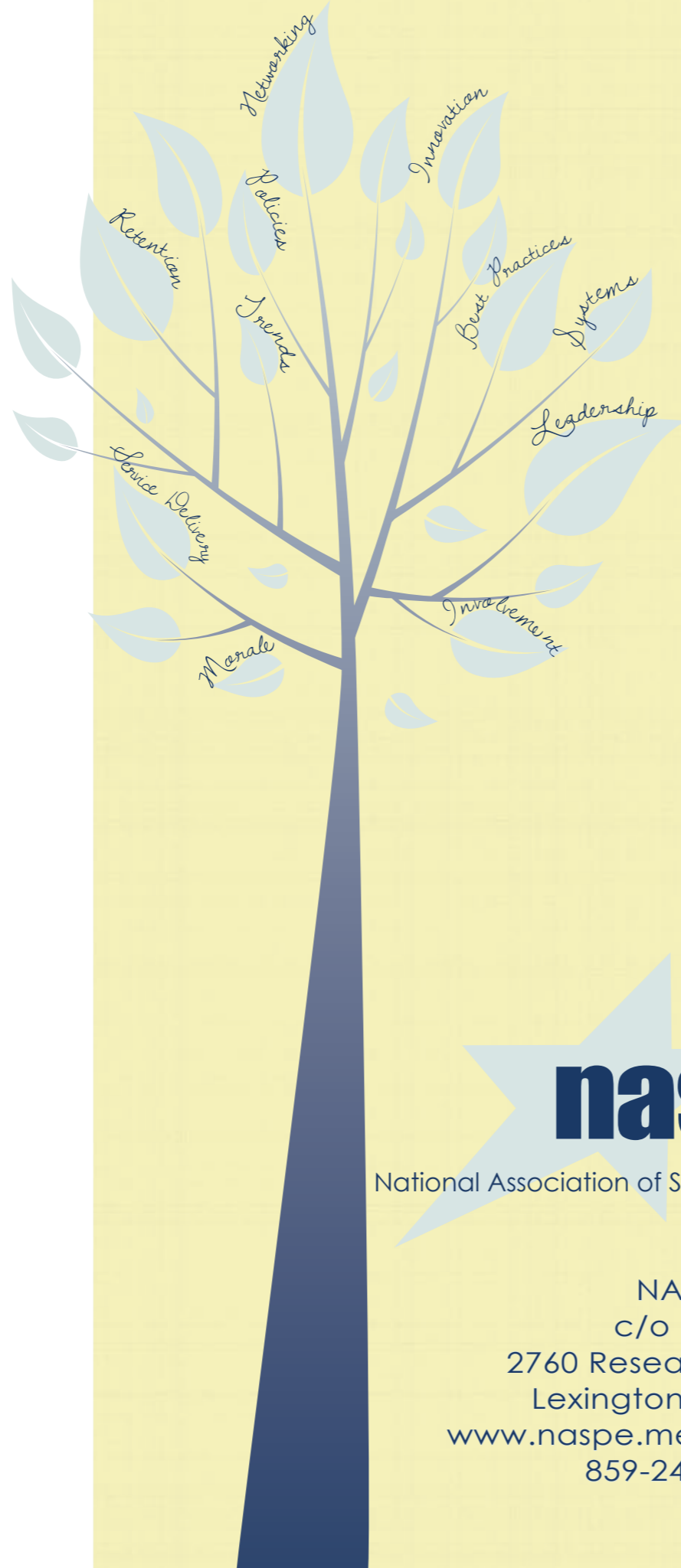
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1978	New Orleans, Louisiana	
1979	Seattle, Washington	
1980	Pittsburgh, Pennsylvania	
1981	Lansing, Michigan	
1982	Atlanta, Georgia	
1983	Wrightsville Beach, North Carolina	
1984	San Antonio, Texas	
1985	Biloxi, Mississippi	
1986	Atlanta, Georgia	
1987	Lexington, Kentucky	
1988	Charleston, South Carolina	
1989	San Diego, California	
1990	Denver, Colorado	
1991	Des Moines, Iowa	
1992	Albany, New York	
1993	Seattle, Washington	
1994	Traverse City, Michigan	
1995	Dover, Delaware	
1996	Boise, Idaho	
1997	Portsmouth, New Hampshire	
1998	Napa, California	
1999	Columbus, Ohio	
2000	Princeton, New Jersey	
2001	Big Sky, Montana	
2002	Indianapolis, Indiana	
2003	Portland, Maine	
2004	Biloxi, Mississippi	
2005	Denver, Colorado	
2006	San Antonio, Texas	
2007	Williamsburg, Virginia	
2008	Oklahoma City, Oklahoma	
2009	Park City, Utah	
2010	Atlanta, Georgia	
2011	New Orleans, Louisiana	
2012	Jersey City, New Jersey	
2013	Henderson, Nevada	
2014	Nashville, TN	
2015	Seattle, WA	



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naspe

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