

# NASPE MEMBER BENEFIT GUIDE



# WELCOME

You will find value  
in our association.

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.

## Contacts

### NASPE STAFF

Leslie Scott, Executive Director  
(859) 338-5801  
lscott@csg.org

Amy Maddox  
Marketing & Membership Coordinator  
P: (859) 492-1099  
amaddox@csg.org

### ADDRESS

NASPE  
c/o CSG  
1776 Avenue of the States  
Lexington, KY 40511

### WEBSITE

[www.naspe.net](http://www.naspe.net)



Bridging the Gap  
between institutional knowlege and innovation

# WHAT MATTERS TO US

## Values & mission statement

### 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.

### MISSION STATEMENT

NASPE provides a collaborative forum for State HR leaders to share effective leading practices.

### VISION

To be the authority on leading HR practices and strategies focused on developing an effective State workforce.



# DUES & MEMBERSHIP

## Value and service

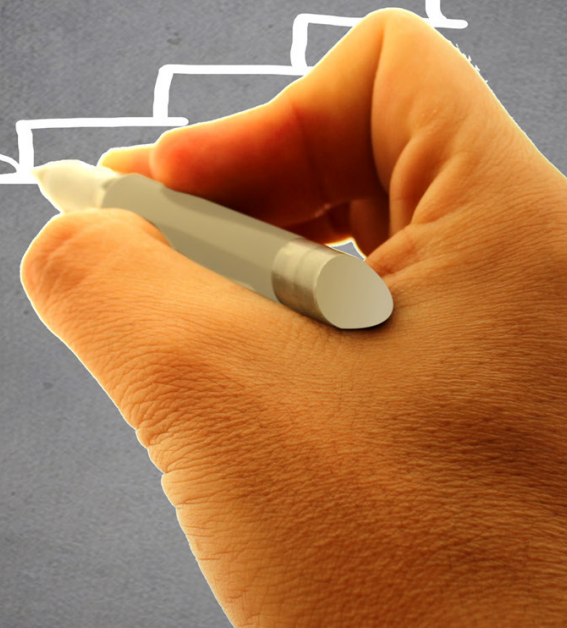
NASPE dues are paid on a fiscal year (July 1-June 30). Dues invoices for the upcoming year are sent in March of each year.

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.

WE WORK FOR YOU



# NASPE RESOURCES

## Publications

All publications are available on the NASPE website in the Research and Publications area.

### **“E-xecutive”**

An electronic newsletter with headlines from around the country on issues related to state government HR management. Published each Friday.

### **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.

### **ISSUE BRIEFS**

Recent topics include:

- Flexible Compensation
- Strategic HR
- Workforce of the Future

### **HEALTHCARE BENEFITS WHITEPAPERS**

Outlines the challenges states face in providing healthcare to state employees.

### **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.

### **STATE PROFILES/DIRECTORY**

A snapshot of each state’s HR operations.



## Electronic

### WEBSITE

[www.naspe.net](http://www.naspe.net)

NASPE's website includes:

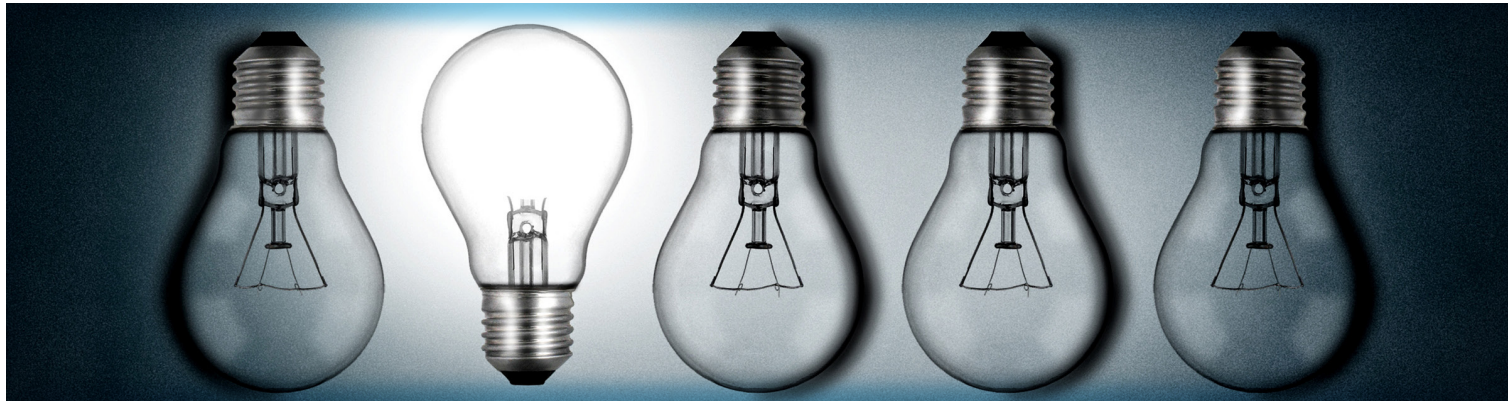
- Calendar of events
- State news headlines
- Online meeting and event registration
- Online membership dues renewal
- Secure member portal with exclusive publications, research and access to the full membership roster.
- Committee/Networking forum pages with links to each state's HR department and to state government job postings.

### LISTSERVE

The NASPE listserv allows members to quickly query 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.

# BEST PRACTICES and Innovation



## WEBINARS

Throughout the year, NASPE partners with other organizations as well as 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 lowcost/nocost ways to recognize employees, sample wording for gubernatorial proclamations, and information on how state governments have recognized the day in previous years.

## NASPE's AWARDS

Awarded annually to programs deemed to be first-in-their-class in terms of innovation and success. Awards include:

- Eugene H. Rooney, Jr. Outstanding Program Award
- Eugene H. Rooney, Jr. Leadership Award
- Eva N. Santos Communication Award
- Advancing the HR Profession Award



# COMMITTEES

Members shape the association

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.

## 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 and implements membership recruitment and retention strategies.
- Develops budget for upcoming year.
- 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.

# MEETINGS

## Invaluable face-time



### MID-YEAR MEETING

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

## ANNUAL MEETING SITES

- 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, Tennessee
- 2015 Seattle, Washington
- 2016 Biloxi, Mississippi
- 2017 Portland, Maine

# PRESIDENTS

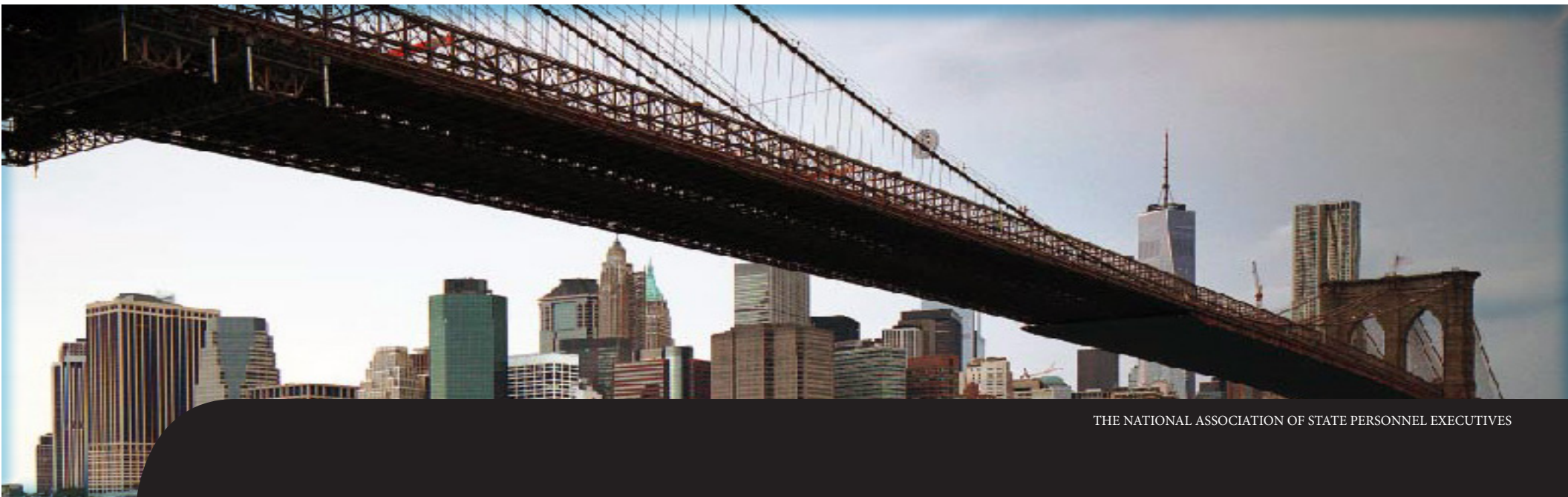
a history of  
great leadership

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)  
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)  
2014-15 James Honchar (PA)  
2015-16 Deanne Mosely (MS)  
2016-17 Candy Sarvis (GA)  
through December 2016  
2016-17 Joyce Oreskovich (ME)





National Association of State Personnel Executives

1776 AVENUE OF THE STATES | LEXINGTON, KY 40511  
859.244-8182 | [WWW.NASPE.NET](http://WWW.NASPE.NET)