



**CITY OF PLANO  
COUNCIL AGENDA ITEM**

<b>CITY SECRETARY'S USE ONLY</b>				
<input type="checkbox"/> Consent <input checked="" type="checkbox"/> Regular <input type="checkbox"/> Statutory				
Council Meeting Date:		10/24/2011		
Department:		Community Services		
Department Head		LaShon Ross		
Agenda Coordinator (include phone #): <b>Sherry Jackson (Ext. 7122)</b>				
<b>CAPTION</b>				
A Resolution of the City Council of the City of Plano, Texas, approving membership in the Cooperative Personnel Services Joint Powers Authority, and providing an effective date.				
<b>FINANCIAL SUMMARY</b>				
<input checked="" type="checkbox"/> NOT APPLICABLE <input type="checkbox"/> OPERATING EXPENSE <input type="checkbox"/> REVENUE <input type="checkbox"/> CIP				
FISCAL YEAR:	<b>2011-2012</b>	<b>Prior Year (CIP Only)</b>	<b>Current Year</b>	<b>Future Years</b>
		<b>TOTALS</b>		
Budget		0	0	0
Encumbered/Expended Amount		0	0	0
This Item		0	0	0
BALANCE		0	0	0
FUND(s): <b>N/A</b>				
<b>COMMENTS:</b> This item has no fiscal impact.				
STRATEGIC PLAN GOAL: Membership in the Cooperative Personnel Services Joint Powers Authority relates to the City's Goal of a Financially Strong City with Service Excellence.				
<b>SUMMARY OF ITEM</b>				
Cooperative Personnel Services (CPS) accepts the City of Plano as a Member of Joint Powers Authority.				
List of Supporting Documents:			Other Departments, Boards, Commissions or Agencies	
RESOLUTION				



May 13, 2011

CPS Human Resource Services  
Board of Directors Selection Panel

RE: City of Plano's *Letter of interest/commitment*

**Phil Dyer**  
Mayor

**Lee Dunlap**  
Mayor Pro Tem

**Pat Miner**  
Deputy Mayor Pro Tem

**Ben Harris**  
Place 2

**André Davidson**  
Place 3

**Lissa Smith**  
Place 4

**Harry LaRosiliere**  
Place 5

**Jean Callison**  
Place 7

**Bruce D. Glasscock**  
City Manager

As a public sector human resources professional for twenty-three (23) years, I have taken the opportunity to benefit from the broad services offered by CPS. While working with the Cities of Texarkana, Texas and Plano, Texas, I have relied upon CPS for testing materials, professional publications, and career-enhancing training. In 2005, the City of Plano had the privilege of being included as a case study in CPS's collaborative research project conducted by Dr. Mary B. Young, "*Building the Leadership Pipeline in Local, State, and Federal Government.*"

To further the City of Plano's and my relationship with CPS, the City Manager, Bruce Glasscock, and I are submitting this application for my appointment to your Board of Directors. We believe my commitment to the human resources profession, knowledge of CPS's role as a partner and supporter of public service, and diverse skills will be an asset to the CPS Board of Directors. In addition, the City of Plano's reputation as a leading example for community planning, service delivery, and customer service excellence will complement the other Board representatives that have given years of service to communities throughout our nation. Consequently, we are certain that the City of Plano and I will greatly benefit from exposure to ideas and experiences that will help us meet our goals for continuous improvement.

The City of Plano is a north Texas community of 261,350 citizens that is successfully adapting to its transition from a rapidly growing focal point within the Dallas/Fort Worth metroplex to its current status as a vibrant, innovative, maturing municipality with changing concerns. This evolving landscape continues to present new challenges for managing human and fiscal resources. However, Plano's history of planning for desired outcomes, along with our commitment to preparing employees for change, has proven to be an effective formula that allows us to continue providing services in the manner expected by our citizens. Plano is a Home Rule City with a Council-Manager governance structure. Plano is proud to have 1970 full-time and 800 part-time/seasonal employees that deliver consistently great service to our customers. An organizational chart is included for your review.

The City of Plano recognizes and actively reinforces the value of effective human resources management. The Human Resources Department has received unequivocal support from the City Manager for efforts to develop an environment where the human resources function is viewed by employees as a credible, accessible resource. This allows us to facilitate meaningful communication to promote engagement, make fiscally responsible decisions on behalf of employees and the organization, and objectively consider the interests of all involved when leading strategic and tactical processes. As an example of the City of Plano's and

my commitment to professional development and collaboration with other communities and organizations, the following documents are included:

- Plano departments designated as accredited by professional agencies
- Professional presentations and articles
- Awards for human resource development initiatives

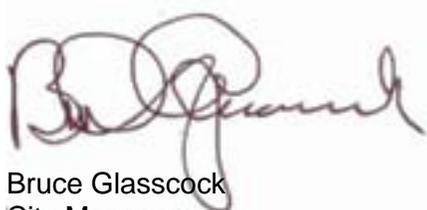
Mr. Glasscock and I appreciate the opportunity for me to be considered for appointment to the CPS Board of Directors as a representative of the City of Plano.

Respectfully submitted,



LaShon Ross  
Deputy City Manager/Human Resources Director  
City of Plano, Texas

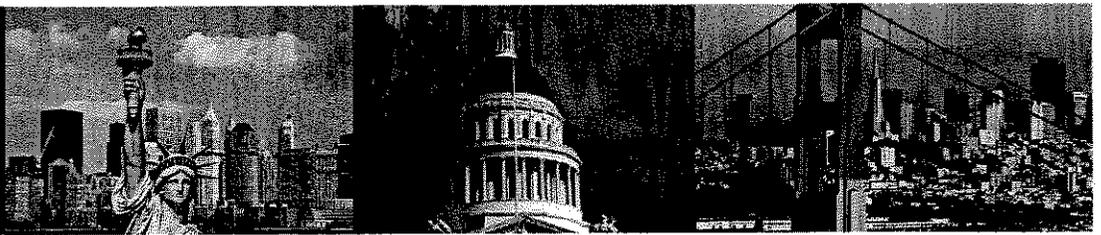
**Supported by:**



Bruce Glasscock  
City Manager  
City of Plano, Texas



*Human Resource Services*



# Board of Director Opening

**CPS Human Resource Services** is seeking a public sector agency or public non-profit represented by a highly qualified and experienced individual to serve on its board of directors. The desired agency and candidate should possess the passion and commitment CPS has made the heart of its mission statement - to transform human resource management in the public sector.

CPS is a leading provider of HR management and consulting services to public sector organizations and government agencies throughout North America. Our board members represent a wide spectrum of renowned public agencies from across the United States. If you work for a progressive, leading edge public agency, we want to hear from you.

## The Organization

CPS is a self-supporting public agency providing a full range of human resource services to the public and nonprofit sectors. We have unique expertise in delivering HR management and consulting services to government agencies throughout North America and assisting agencies in the recruitment, selection, and development of employees. Our integrated HR solutions increase organizational performance to allow our clients to positively impact the communities they serve. We have the unmatched perspective and expertise that gives us and our clients an advantage in developing and executing better solutions in the public sector. Our expertise is in the areas of organizational strategy, recruitment and selection, classification and compensation, and training and development.

## Benefits of CPS Board of Director Membership

Membership on the CPS Board of Directors affords you the opportunity to help guide and shape the delivery systems and consulting support that CPS provides to its clients. Because of our national reputation, CPS board members are in a position to influence the future of public sector HR management practices by virtue of their role on the board. Your association with CPS and the other board member agencies will also expand your outreach and understanding of other public agencies and entities throughout the nation. With opportunities for open discussion and board member dialogue, you are bound to gain valuable insights and perspectives on HR issues. Board leadership provides for personal and professional growth through your contribution to the HR field.

## Board Member Responsibilities

CPS Human Resource Services is a legal entity governed by a board of directors representing their respective agencies. Outlined below are nine key responsibilities of board members.

- Determine the organization's mission and purpose
- Select and support the Chief Executive Officer and review his/her performance periodically
- Ensure effective fiscal management
- Engage in strategic planning
- Assist in the selection and orientation of new board members
- Enhance the organization's public image
- Ensure legal and ethical integrity; maintain accountability
- Self-organize to operate in a collaborative and efficient manner in carrying out the governance role
- Understand the relationship between board and staff

**“Our goal at CPS is to work with government and non-profit entities in transforming the way they move into the future.”**

To learn more about CPS, visit [www.cps.ca.gov](http://www.cps.ca.gov)

## Ideal Board Agency

- Established as a recognized and progressive organization that values the contributions of Human Resources
- Committed to improving HR, and transforming public sector and government agencies in the process
- Understands the organizational benefits of a well run Human Resources Program

## Ideal Board Member

- Executive level experience in the public sector
- Provides leadership in an agency that practices collaborative management
- Ability to govern within an entrepreneurial framework
- Able to travel at least quarterly
- Active in professional organizations

## Application & Selection Process

If your agency has interest and your background and skills meet the qualifications, we invite you to apply for the CPS Board of Directors Agency Opening.

### To Apply

Please email a letter of interest/commitment from the candidate agency, including an overview of the agency, a description of the agency's governance structure and a resume of the intended board member to the CPS Board Development Committee: [boardopening@cps.ca.gov](mailto:boardopening@cps.ca.gov).

Initial review will take place by May 16, 2011. Submissions will be accepted until positions are filled.

### Review & Selection Process

Upon review of the submissions, preliminary phone interviews will be held with the Chief Executive Officer of CPS. Those selected to continue in the interview process will meet with the CEO and Board Chair. The finalists will be invited to Sacramento for an on-site interview with the Board Development Committee. **The committee will then make its recommendation to the CPS Board of Directors.**

# CPS Board of Directors

## CITY OF ANAHEIM

Kristine Ridge, Board Chair  
Human Resource Director

## CITY OF DALLAS

Deritte Fernandez  
Assistant Director of Human Resources

## CITY OF LAS VEGAS

Dan Tarwater  
Human Resources Director

## CITY UNIVERSITY OF NEW YORK

Gloriana B. Waters (Ginger)  
Vice Chancellor for Human Resources Management

## CITY/COUNTY OF SAN FRANCISCO

Ted Yamasaki  
Managing Deputy Director of Human Resources

## EAST BAY MUNICIPAL UTILITY DISTRICT

Gwen McDonald  
Director of Human Resources

## HAYWARD UNIFIED SCHOOL DISTRICT

Kathryn Benson  
Director of Human Resources

## MONTGOMERY COLLEGE, OFFICE OF HUMAN RESOURCES

Lynda S. von Bargaen  
Deputy Chief HR Officer

## SACRAMENTO COUNTY

David Devine, Director  
Personnel Services Department

## STATE OF GEORGIA

Rosa Waymon, Director, Office of Human Resource Management & Development

**A Resolution of the City Council of the City of Plano, Texas, approving membership in the Cooperative Personnel Services Joint Powers Authority, and providing an effective date.**

**WHEREAS**, Cooperative Personnel Services Joint Powers Authority (“CPS”) was established March 15, 1985 by approval of a Joint Exercise of Powers Agreement (“JPA”) of same date pursuant to California Government Code Sections 6500, et seq., for the purpose of assisting the members of the JPA in their efforts to provide modern human resource and related management services; and

**WHEREAS**, the City of Plano wishes to become a member of CPS and a party to the JPA; and

**WHEREAS**, Section 17 of the JPA provides that a government agency wishing to join CPS may do so upon concurrence of a majority of the parties to the JPA; and

**WHEREAS**, on September 9, 2011, a majority of the current parties to the JPA approved City of Plano as a new member of CPS; and

**WHEREAS**, California Government Code Section 6502 provides that two or more public agencies may enter into a joint powers agreement if authorized by their legislative or other governing bodies, even though one or more of the contracting agencies may be located outside of California.

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PLANO, TEXAS:**

**Section I.** The City Council of the City of Plano hereby approves the City of Plano’s membership in CPS and directs the City Manager or his designee execute the JPA.

**Section II.** This Resolution shall become effective from and after its passage.

**DULY PASSED AND APPROVED** this the 24th day of October, 2011.

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Phil Dyer, MAYOR

ATTEST:

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Diane Zucco, CITY SECRETARY

APPROVED AS TO FORM:

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Diane C. Wetherbee, CITY ATTORNEY