

## OCTOBER 2020 NEWSLETTER

Dear Colleagues,

The air is getting crisper. Some mornings have been downright cold. As someone who tends to be cold, thank goodness masks and neck gaiters are finally acceptable to be worn year-round. Speaking of “neck gaiters,” isn’t it amazing how fast we can adopt new vocabulary? I doubt many of us ever used the term “neck gaiter” seven months ago. Personally, whenever I talked about an “elbow bump” pre-2020, it meant a tingly feeling in my arm and a bruise. Social distancing was how far I had to hold my phone from my face when scrolling through Facebook. Heck, we can even watch sports on television with no fans in attendance. Yes, we are adaptive creatures. I hope this message finds you socially distanced and well.

With school back in session, it feels like another important transition in the COVID-19 pandemic. I trust your organizations are effectively navigating the challenges of employees’ life balance, keeping employees as healthy as possible, and handling the tough issues and questions that seem to arise on a weekly, if not daily, basis. In my conversations with colleagues around the state and country, I am often impressed with the responsiveness, adaptability and forward-thinking of local governments navigating the last six months. Not only has there been a global pandemic, but also confronting topics of social and racial justice and equity following the tragic death of George Floyd. Many of you have been on the front lines of your organization’s response to both of these seminal events.

The Virginia Chapter of IPMA-HR has also adapted to our new environment and I hope the chapter is meeting your needs. We have been offering timely and value-adding content the last several months to help you best the best you can be. If you have ideas for future webinar or meeting topics, or things we can do differently or better, please feel free to reach out to me directly.

In the meantime, I look forward to seeing you at an upcoming virtual event and remember to take care of yourself.

Josh Didawick  
President, IPMA-VA Executive Board



### **Debby Didawick Scholarship 2020**

The IPMA-VA Chapter Board is happy to announce that Amnie Dingus has been awarded the 2020 Debby Didawick Scholarship. Amnie, Human Resources Manager for the Town of Warrenton, is seeking an IPMA-SCP certification “to continue expanding her HR knowledge”.

The Debby Didawick Scholarship acknowledges and rewards individuals seeking to increase their capacity in public human resource management. The Scholarship program honors the professional life and contributions of the late Debby Didawick, PHR, long time IPMA-VA chapter member and Human Resources Director for Frederick County, Virginia.

Please join us in congratulating Amnie as she pursues her professional HR goals!

## 2020 IPMA-VA Virtual Conference October 20-21, 2020



The dawn of a new decade means fresh starts and new opportunities to increase the level of service your human resources function is providing. Public sector organizations are under increased demands, and HR departments are increasingly called upon to assist management in developing and executing a strategic vision, all while shaping their organizations and developing future leaders in a competitive labor environment. Join your colleagues from around Virginia for 1 ½ days of professional development October 20 – 21, 2020.

Conference attendees will leave equipped with answers to the complex questions facing their organizations through informative legislative updates from the state and federal levels, building resiliency and emotional intelligence, employee engagement, and mental health.

***Registration is Now Open!***

<https://www.123signup.com/event?id=kgzmc>

## August Webinar: Virginia Legislative Update

IPMA-VA had planned to have a Virginia Legislative Update at the Spring Conference. It turns out delaying that legislative update to an August webinar only added more legislation to learn about. The General Assembly's 2020 session already contained several bills of interest to public sector HR professionals, but when Virginia Municipal League Executive Director Michelle Dowdy led our online legislative update on August 20, the General Assembly had just started a special session.

Of particular interest to HR professionals:

- HB395-Minimum wage increases to \$9.50/hour May 1, 2020
- SB939-Permits localities to adopt a local ordinance authorizing them to recognize and collectively bargain with public employees' labor unions
- HB438-Provides that post-traumatic stress disorder (PTSD) incurred by a law-enforcement officer or firefighter is compensable under the Virginia Workers' Compensation Act if a mental health professional examines a law-enforcement officer or firefighter and diagnoses the individual as suffering from post-traumatic stress disorder as a result of the individual's undergoing a qualifying event, defined as an incident or exposure occurring in the line of duty on or after July 1, 2020...
- HB727-Requires all dispatchers in a public safety answering point (PSAP) to receive high-quality telecommunicator cardiopulmonary resuscitation (TCPR) instruction
- SB138-Adds regional public bodies to the types of public bodies that must designate a FOIA officer

These are just a few pieces of legislation that may be of interest to public sector HR professionals passed earlier in 2020. Keep in mind there will likely be more legislation coming out of the General Assembly's special session affecting public agencies. There are several places to monitor the status of bills, one of which is <https://lis.virginia.gov/>.

2021  
***Spring Conference***  
**DATES: March 21 – 24**  
**LOCATION: Westin Virginia Beach  
Town Center**  
*More details to follow.*

**SAVE  
The  
DATE**

We always welcome volunteers to assist us with our regional events and conferences. Please send us an email if you are able to give us a little of your time!

[ipmainfo@ipma-va.org](mailto:ipmainfo@ipma-va.org)



*Upcoming Webinar*  
November 19, 2020  
*More details to follow*




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