

HISTORY OF CPAAC

To: Members of the County Personnel Administrators Association of California (CPAAC)

From: William L. "Bill" May, Retired Life Member

Date: September 28, 2016

Location: Wine & Roses Conference Center, Lodi, California

Subjects: 1. Reconstructed History of CPAAC.
2. The Bill Hart "Bow Tie" Trophy.
3. Final Observations.

Reconstructed History of CPAAC

CPAAC as an organization has been in existence since the mid 1950s. Early members included directors from Alameda, Contra Costa, Fresno, Los Angeles, Orange, Santa Clara, and San Joaquin counties among others.

CPAAC is an affiliate of the County Supervisors Association of California. Unfortunately the date of our affiliation appears to have been lost. Steve Keil, a former County Personnel Director from San Luis Obispo County, and long-time lobbyist for CSAC assisted in the search for CPAAC's history. As a lobbyist, Steve maintained CPAAC files at his office. He was also instrumental in the incorporation of CPAAC in the late 1980s. A request was made of Matt Cate, the Executive Director of CSAC, to search for CPAAC records. Unfortunately, Matt's staff, including Faith Conley, could not find any old records. It is possible that previous CPAAC officers have maintained hard copy files. It does not appear that CPAAC is routinely sending meeting records/information to CSAC as the CPAAC bylaws seem to suggest.

CPAAC originally held four conferences per year until about 1995. The annual meeting with CSAC and its' other affiliates was dropped. More recently, the membership dropped another conference as members determined that attendance at CalPELRA was more important due to labor relations, negotiations, and human resources issues. CPAAC now meets once in March and once in September.

The Bill Hart "Bow Tie" Trophy

The "Bow Tie" Trophy was created by William "Bill" Hart to recognize the CPAAC Member with the longest active service in CPAAC. Bill created, designed and paid for the "Bow Tie" Trophy upon his retirement in 1986. He served as the Personnel Director in Orange and Sonoma Counties for thirty-six years. His trademark was the bow tie that he wore instead of the conventional neck tie. Bill passed away on June 18, 2013 at age 90. A number of retired

members have been the recipient of the “Bow Tie” Trophy over the years. Russ Patton of Orange County was CPAAC President and Master of Ceremonies at Bill’s retirement party in 1986. Floyd McClain of Yolo County, Ann Goodrich of Sonoma County, and Don Turko of San Diego County have been recipients. Perhaps other members have been the recipient, but I have not been able to obtain hard copy or electronic confirmation. As an aside, both Ann and Don were directors in other counties. Francine Osborn from Calaveras County is the last known recipient. She has left Calaveras and multiple efforts to contact Francine have been unsuccessful. If the “Bow Tie” Trophy is to be kept alive, CPAAC may have to commission a new one. The “Bow Tie” Trophy was created and has been in existence for 30 years this fall.

Final Observations

CPAAC has had a long and mostly successful run as an organization. It has been existence for approximately 60 years. CPAAC was founded on the premise that every county had an equal voice in its’ operation whether the county was Alpine with 60 employees, or Los Angeles with over 108,000. The chance to interact with colleagues both socially and professionally is the primary reason I have maintained membership since 1974 as an active member and as a retired life member.

In my opinion CPAAC made a huge mistake when it quit participating in the CSAC annual conference. Virtually every other CSAC affiliate members attend the annual conference because they recognized the importance of interacting with their Boards of Supervisors in a professional and social environment. County Board members have to question why their human resources directors are not in attendance at their annual meeting. CPAAC members have been marginalized as a result.

There are 58 counties in California not all of which have dedicated professional human resources/personnel staffs. When I became the Personnel Director in Kings County in 1974 there were only two Caucasian women Directors and no minorities. Today there are 40 women Personnel Directors, primarily Caucasian, and 15 Directors, primarily Caucasian men. The composition of the CPAAC membership has greatly changed over the last 42 years.

It has been my privilege to serve as the chair of numerous CPAAC committees as an active member and as CPAAC president the last time in 1993.