

- **Doug Detling, IPMA-CP**, has been Human Resources Director for the City of Medford since January 2000. He has more than 35 years of public service to local governments in California and Oregon. He has a Master's Degree in Public Policy from the University of California at Berkely, and currently serves as Chairman of the Board of the HRA VEBA Trust. Doug has more than 5 years of experience as a newspaper reporter, has edited numerous publications for state and local agencies, and has extensive experience in web-based communications, including management of the Oregon Chapter's website. He also serves on the Western Region IPMA-HR Technology and Web Site Committee.