

- **Doug Detling, IPMA-CP**, has been Human Resources Director for the City of Medford since January 2000. He has more than 30 years of public service to local governments in California and Oregon. In addition to his membership in IPMA-HR and the Oregon Chapter, Doug is a member of the International City-County Management Association and the National Public Employer Labor Relations Association. He has a Master's Degree in Public Policy from the University of California at Berkeley. He currently serves as Chairman of the HRA VEBA Trust Board of Directors and is Board member (and former chair) of the Rogue Valley Public Service Academy. 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 communication.