

Candidate Biographical Sketches

Candidates for President

Steven E. Herron, IMPA-SCP, SHRM-SCP, JD is the Labor Relations & Class/Comp Director for Multnomah County, where he's been since July 2011. Labor Relations oversees negotiation and administration of eleven labor agreements for the county, and Class/Comp manages the descriptions of, and recommends compensation for and allocation of positions to, approximately 350 classifications countywide. Steve is a Portland-metro native who attended undergraduate school at Portland State University, and law school at Lewis & Clark's Northwestern School of Law. After admission to the Oregon bar, he worked as a general practitioner in Central Oregon before moving to the High Desert Education Service District, where he practiced School Law with an emphasis on Labor & Employment. Steve returned to the Willamette Valley in 2004 with the law firm of Garrett, Hemann, Robertson, where he continued practicing School Law with an emphasis on Labor & Employment. In 2007, Steve returned to Portland, working for the City of Portland first as a Labor Relations Coordinator and then as the Labor Relations Manager for 4 1/2 years prior to moving across the river to Multnomah County.

Candidates for Vice President

Brandi Leos, PHR, has worked in local government human resources for the past 10 years, including time at Marion County, the Local Government Personnel Institute, Clackamas County, and most recently as Senior HR Analyst for the City of Tigard. During this time, Brandi has focused on labor relations, compensation, and classification. Brandi has participated in the negotiation of many collective bargaining agreements both at the table and behind the scenes in preparation for interest arbitration. Brandi has conducted comprehensive salary surveys, applied job classification systems, drafted personnel policy for Oregon's large and small public employers, and worked through complex class and comp issues with employees and managers.

Candidates for Secretary

Doug Detling, IPMA-SCP, currently serves as Chairman of a seven-member Board of the HRA VEBA Trust, a three-state health benefits trust serving more than 50,000 local government participants in Oregon, Washington and Idaho. Doug was elected to the HRA VEBA Board in March 2005. He served as Human Resources Director for the City of Medford from January 2000 until retiring in September 2013. Doug has a Master's Degree in Public Policy from the University of California at Berkeley. He has several years' 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. Doug is a Life Member of the International City/County Management Association, and an Emeritus Member of IPMA-HR. He is an active genealogist and member of numerous family societies in the United States and

Germany. Doug also serves on the City of Eagle Point, Oregon's Community Development Commission, and the Patient and Family Advisory Council for Providence Medical Group in Medford.

Candidates for Treasurer

Debra Bullard, IPMA-SCP, SHRM-SCP, is Senior HR Analyst at the City of Tualatin. In addition to her HR generalist responsibilities, Debra is also responsible for risk management, property and liability insurance, and safety. Debra earned a Bachelor of Science degree in both Business Administration and Business Management from the University of Phoenix and has received her Master's in Liberal Studies - Human Resource Management through Fort Hays State University in Kansas.

Candidates for Director Positions

Amanda Aschim, IPMA-SCP, has been involved in human resources in the local government setting at the City of Independence for the past 6 years, working her way up from a Human Resources Analyst to her current position as Human Resources Manager.

Amanda has been/is responsible for:

- Updating the Personnel Policy Manual
- Working with three collective bargaining units
- Established the city's first-ever employee benefits fair
- Acts as the city's management representative to the Safety Committee
- Oversees the city's workers' compensation program

Amanda is a Willamette Valley native and has lived in the Pacific Northwest her entire life. She volunteered as a Firefighter and EMT for 15 years at her local fire department until she moved out to the country to raise her children. She has been with the City of Independence for 8 years. Amanda has an Associates degree in Fire Prevention.

Angie Bond is currently serving as the Total Compensation Manager for Oregon Metro in Portland. Angie worked for the City of Hillsboro in Human Resources for 19 years prior to making her move to Metro. She holds a Bachelor's Degree from Portland State University and comes from a family of public servants.

Angie has spent the last 18 years as a volunteer for the American Cancer Society's Relay for Life where she held the position of Chair for the Relay for Life of Hillsboro for 6 years. She is passionate about finding a cure for cancer and honoring those who have battled and lost their fight to cancer. She has also volunteered for the Leukemia and Lymphoma Society for 6 years in various roles.

Pamela Bowles, IPMA-CP, SHMR-CP, PHR, and licensed Oregon health and life insurance agent, is a native Oregonian with a bachelor's degree in Business Administration from Southern Oregon University. Pamela has marketed group health insurance for more than 20 years for two insurance carriers, a Portland insurance agency, and a self-insured trust. In 2005 she began her career working with public sector employers at Citycounty Insurance Services (CIS) as a Benefits Representative assisting cities and counties administer employee benefits. In 2015 she became the HR Generalist for the Hire to Retire program at CIS working in conjunction with CIS HR consultants to provide HR risk management services to member cities and counties.

Machell DePina, IPMA-SCP, SHRM-SCP, PHR has been Human Resources Director for the City of Keizer since 2008. She has more than 15 years' experience with the State of Oregon as well as many years' management experience in the private sector. Some of her prior roles include: Training Manager for the Oregon Lottery; Human Resources Director for the Oregon Employment Department; Statewide Training Associate for the Department of Administrative Services and Recruitment & Records Manager for the Department of Human Services. Machell has a BA in Business Administration from Linfield College, a Certificate of Public Management from Willamette University Atkinson Graduate School of Management and professional certification with the Society for Human Resource Management and the Oregon Project Management Program. Machell is proud to have been part of the pilot group completing the very first Oregon IPMA-HR Competency Model training. In addition to IPMA-HR, Machell is also a member of both national and local chapters of SHRM and NPELRA/ORPELRA.

Mel Gregg, IPMA-SCP, SHRM-SCP, M.S., is Human Resources Director for the City of Woodburn. Previously she had been a Senior HR Analyst with the City of Salem. Mel has a Bachelor of Arts degree in Counseling and a Master of Science degree in Business and Industrial Management. Mel has worked both in both the private and public sector for more than 20 years in five states – Oregon, Ohio, Michigan, Indiana, and Montana in Human Resources; as well as a five year expatriate experience as a country HR Director for a multinational finance company. Mel is married and has twin girls.

Lucy Shipley, SHRM-SCP, CCP, SPHR, has been an HR leader in Portland Metro public sector organizations for more than 20 years. Lucy has partnered with senior management to provide strategic solutions in areas such as total rewards (benefits and compensation), human resource information systems, talent management and employee relations to improve organizational performance. She has worked for the Oregon Education Association, OHSU, Multnomah County, and TriMet. She currently serves as the HR Director for Tualatin Valley Fire & Rescue.

Lucy is a member of a non-profit Women Helping Women and previously served with the Oregon Education Association Foundation. Her other interests include spending time with her family and friends, hiking, reading and gardening.

Kyle Weraky is the Recruitment Manager at Oregon Metro in Portland. Before arriving at Metro, Kyle spent the previous five years working at the Oregon Department of Education (ODE) located in Salem, Oregon. While at the ODE, Kyle served as the Senior Recruiter and participated on several statewide strategic planning committees that focused on redefining the state's classification structure and redefining how advertising for state jobs is conducted. Kyle has been serving in the public sector for almost a decade and is looking forward to many more years of service.

Kyle recently graduated with his Masters of Business Administration (MBA) from Willamette University. Prior to attending Willamette, Kyle graduated from the University of Oregon with his Bachelors of Science in Political Science with a minor focus in music. When Kyle is not in the office, he enjoys spending time with his family, being outside and brushing up on his piano.