

June 27, 2005

Mr. Richard Brainerd, Chair and
Members of the 2005 IPMA-HR Awards Committee
1617 Duke Street
Alexandria, VA 22314

Dear Mr. Brainerd and Distinguished Members of the Awards Committee:

On behalf of the Board of Directors of the Texas Municipal Human Resources Association (TMHRA) / IPMA-HR Chapter, we are privileged to nominate Bettye Lynn of Fort Worth, Texas for the Warner W. Stockberger Achievement Award. Ms. Lynn, a management-side labor and employment attorney, represents public sector employers, primarily cities.

Growing up in Fort Worth, Ms. Lynn had the City's City Manager as her role model. She attended American University in Washington, D.C. with a career in government as her goal. She worked as an intern in the City of Fort Worth Police Department, where she met City budget analysts who all were graduates of Kansas University. She was encouraged to apply to the KU graduate program in public administration, which had the reputation of being the best school in the country for city management. Upon recommendation of the KU grads working in Fort Worth City government, including the City Manager, Bettye applied to KU and was accepted. In 1971, Ms. Lynn became the first woman graduate of the KU City Manager Program. As part of the KU program, Ms. Lynn served an internship with the City of Rock Island, Illinois as its Personnel/Purchasing Director. Following graduation, Ms. Lynn served as the Personnel/Purchasing Director for the City of Portage, Michigan from 1971 to 1974. In 1975, Ms. Lynn entered the DePaul University Law School, where she served on Law Review. She graduated with honors and went to work as an Associate Attorney with Seyfarth Shaw Fairweather & Geraldson (now Seyfarth and Shaw), a firm which has an exceptional reputation for its work in public sector labor relations. Bettye returned to Texas in early 1984 and worked with several very reputable law firms before becoming a founding partner in her current firm, Lynn Pham & Ross, LLP.

Since 1984, she has earned a reputation not only as an exceptional and effective labor attorney, but as a unique leader among those experts who have promoted sound human resources practices within the context of the best principles of public administration. She has unselfishly and generously given of her time to share her knowledge of public administration principles, employment law, labor relations and human resources management with local government officials throughout Texas. Unequivocally, we believe Bettye Lynn has done more than any other person to improve human resource management in Texas local government.

Bettye did not reach her early goal to become a city manager. However, Texas local government has fortunately been the recipient of Bettye's calling as a labor and employment attorney and her special gifts as a teacher, mentor, advisor and friend. She has impacted elected officials, city managers, police chiefs, fire chiefs, city attorneys, human resources professionals and other public officials in promoting sound human resources management. She has created an awareness that consistent application of professional human resources principles and sound administrative practices will lead to good government.

Betty has devoted her career to fostering excellence in public human resources management. She has truly made an outstanding contribution toward the improvement of human resources management in local government, especially in Texas cities. She meets or exceeds the criteria established for this distinguished award.

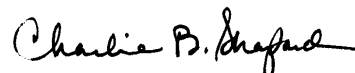
Sincerely,



Lauren Safranek, President
Human Resources Director
City of Frisco, TX



Janet Melançon, Past President
Human Resources Director
City of Waco, TX



Charlie Shapard, Past President
Retired Human Resources Director
Cities of Fort Worth and Plano, TX



The International Public Management Association for Human Resources is seeking nominations for the:

2005 WARNER W. STOCKBERGER ACHIEVEMENT AWARD

The Stockberger Achievement Award was established to honor the memory of Dr. Warner W. Stockberger, a pioneer and leader in Federal personnel administration. Dr. Stockberger was the first director of personnel for the U.S. Department of Agriculture and served as the first president of the Society for Personnel Administration. The Stockberger Award is presented annually.

The purpose of the Award is to recognize and honor a person in public or private life who has made an outstanding contribution toward the improvement of public personnel management at any level of government.

All nominations will be considered as final entries and are limited to 5 pages. The Awards Committee will consider supporting documentation. The entries must be sent with the original and fourteen (14) copies to the address below. Materials submitted will not be returned. All nominations must be received by **June 30, 2005**. The Award will be presented during the Association's International Training Conference in New Orleans, Louisiana, October 16 – 19, 2005.

IPMA-HR Awards Committee
1617 Duke Street, Alexandria, VA 22314
Fax: (703) 684-0948

The following candidate is nominated for the 2005 Warner W. Stockberger Achievement Award:

Name: **Bettye Lynn**

Title: **Partner**

Employed by: **Lynn Pham & Ross, LLP**

Address: **1320 S. University Drive, Suite 720**

City: **Fort Worth**

State: **Texas**

Zip: **76107**

Phone: **817.332.8504** Fax: **817.332.8548**

Email: **Lynn@LaborCounsel.net**

Person nominating this candidate:

Name: **Board of Directors, Texas Municipal Human Resources Association / IPMA-HR Chapter**

Title: **Janet Melançon, Director of Human Resources (Past President)** **Charlie Shapard, Retired (Past President)**

Employed by: **City of Waco**

Cities of Fort Worth; Plano

Address: **P.O. Box 2570**

12123 Landlock Drive

City: **Waco**

Dallas

State: **Texas** Zip: **76702-2570**

Texas 75218

Phone: **254.750.5746** Fax: **254.750.5737**

214.343.8267

Email: **janetm@ci.waco.tx.us**

carchar@aol.com

Criteria for Evaluating the Nominee:

To assist the Awards Committee in its evaluation of nominees, specific areas of professional contributions and achievements were developed. Additional or expanded areas may be submitted with accompanying documentation. In selecting the candidate to be recommended to the IPMA-HR Executive Council, the Awards Committee will consider cumulative achievement as well as a concrete contribution of a one-time or short-term nature. Describe, in the appropriate space provided, the nominee's outstanding contributions to human resource management in terms of the categories listed below. *(Please attach additional pages as needed)*

Specific instructions are given in parentheses.

Encouraging acceptance of human resource management principles as an aid to better management. *(Provide examples of actions by the nominee as evidence of this contribution.)*

In her 25 years of service to the public service and to the human resources community as student, practitioner and attorney, Bettye Lynn has encouraged acceptance of human resources management principles among city managers and elected officials. As an attorney in Texas for the last 21 years, Ms. Lynn has, in innumerable ways, done more than probably any other person to enhance public human resources management in Texas. She has provided legal representation for over 135 cities and 20 counties in Texas, has been a teacher to hundreds of human resources professionals in both the public and private sectors, a true mentor to many, and has served as an advisor and consultant to practitioners and to public officials. Ms. Lynn has given generously of her time and has been a regular presenter at conferences for Mayors and City Council members, city managers, city attorneys, police chiefs, fire chiefs, county auditors, and human resources professionals. In addition to teaching and advising city and county management on human resources issues, she has made them aware of the need to have full-time professional human resources departments at the local level. These efforts to encourage improved human resources practices as an aid to better management have continued over the years in a variety of ways. Ms. Lynn has authored articles for various newsletters, served on the editorial advisory board for the *Employment Advisor Newsletter*, and drafted numerous HR policy manuals and handbooks as well as model civil service rules and regulations. Ms. Lynn was instrumental in the development of an annual workshop on the Civil Service Law for Police Officers and Firefighters, serving as a keynote speaker at each of the workshops since its initiation in 1986. Ms. Lynn also taught employment law for five semesters at the Texas Christian University School of Business and has been a long-time speaker at the annual HR Institute sponsored by the LBJ School of Public Affairs at the University of Texas. Ms. Lynn's contributions to human resource management and to public administration in general are not limited to Texas. She was a co-presenter at the IPMA-HR Annual International Training Conference held in San Antonio. She has been a presenter at numerous NPELRA meetings as well as NPELRA chapters including Illinois, Iowa, Washington, California, Oklahoma, Oregon, Maine, Rhode Island, and the Rocky Mountain PELRA. And, she was awarded NPELRA's President's Award for her service to that national organization. Ms. Lynn is certified in Labor and Employment Law by the Texas State Bar and has served as the Co-Chair of the Government Law Section's subcommittee on employment law in government.

Skillful application of human resource management principles to any group of employees. *(Describe personal achievements of the nominee as a practitioner.)*

Although Ms. Lynn served as a practitioner in both Rock Island, Illinois and in Portage, Michigan, her career focus has been spent as a management-side labor and employment attorney, representing public sector employers, primarily cities, during her 21 years practicing in Texas. Following the Supreme Court decision (*Garcia v. San Antonio Metropolitan Transportation Authority*), Ms. Lynn, through the Texas Municipal League and the Texas Municipal Human Resources Association, facilitated and led numerous seminars on the wage and hour provisions of the Fair Labor Standards Act for local municipal officials; she did similar seminars for Texas Counties under the sponsorship of the Texas County Auditors Association. She also represented several cities in lawsuits at the U.S. Fifth Circuit, which set precedents on setting original salaries in local governments and determining whether or not Fire Captains were exempt from overtime provisions. Ms. Lynn continues to provide educational seminars on FLSA semi-annually through TMHRA. She also coordinated input from Texas cities on the initial wage hour regulations following the *Garcia* decision. In 1999, Ms. Lynn was one of four legal experts asked to review a General Accounting Office report entitled *Report on White Collar Exemption in the Modern Workplace*. In *Singer v. City of Waco*, Ms. Lynn represented the city in a lawsuit, which forbade cities from averaging salaries for firefighters, and has subsequently had far-reaching ramifications in Texas cities. More recently, Ms. Lynn led a committee to comment on the wage-hour regulations, which were promulgated in 2004. Ms. Lynn also provided training in implementing and complying with the Americans with Disabilities Act, including a session on interviewing. Ms. Lynn has been very effective in helping roll out new laws such as FLSA, FMLA, and ADA. She also has been called on by cities to conduct training on preventing sexual harassment and conducting investigations. Ms. Lynn's greatest contribution to public sector employment has been the training of hundreds of human resources practitioners and other public officials in employment law and sound human resources principles and practices.

Leadership in favor of sound human resource principles by developing, sponsoring or promoting progressive legislation. *(Describe efforts towards legislative action.)*

As mentioned above, Ms. Lynn served as a legal expert for the General Accounting Office in reviewing their report entitled *Report on White Collar Exemption in the Modern Workplace*, which may have had some impact on the most recent regulations revision. On several occasions, Ms. Lynn led Texas Municipal League groups to review wage-hour regulations as they relate to state and local governments. She also drafted legislative language for Chapter 142 of the *Texas Local Government Code*, which established overtime regulations similar to FLSA for firefighters. A similar provision for police officers was successfully defeated by police union advocates. Recently, Ms. Lynn served as an advisor to the Texas Municipal League in reviewing and commenting on legislation to establish a "Meet and Confer" process in local police and fire departments.

Leadership in developing creative responses to new and unusual challenges in human resource management. *(Describe contributions to such development activity.)*

Upon adoption of federal and state legislation (e.g. FMLA, FLSA, ADA, Meet and Confer, etc.), which has impacted local government, Ms. Lynn has been the "go to" person to respond to the challenges and has been effective in helping local government officials understand and implement federal and state mandates affecting human resources systems. She has been generous and unselfish in giving of her time and talents to prepare and present various workshops and seminars to assist in the development of human resources professionals and other public officials. While assisting the City of Austin in implementing "meet and confer", Bettye introduced all parties to the concept of "interest-based bargaining", which is a more collaborative bargaining process and was a "first" for Texas. With the passage of "meet and confer" legislation by the Texas Legislature, Ms. Lynn has started a company that will provide legal and consulting services to the 75 affected cities. Working with the Texas Municipal Human Resources Association / IPMA-HR Chapter, and with TXPELRA, Ms. Lynn is conducting several workshops to introduce the law and provide tips on implementation and negotiating.

Distinguished teaching, authorship, or research. *(Provide significant examples.)*

1. Texas Christian University – taught employment law and collective bargaining for five semesters
2. Council on Education in Management – frequent moderator and speaker for professional seminars on employment law issues
3. Government Services Television Network (training via satellite) – commentator on employment law issues, e.g. FMLA, Sexual Harassment in the Workplace, Legal Issues of Hiring, and Internal Investigations
4. Fort Worth Human Resources Association – teaches Labor Relations (SHRM Module for PHR and SPHR examinations)
5. Frequent speaker at Texas Municipal Human Resources Association / IPMA-HR Chapter Conferences, including Civil Service Update, Mid-year Conferences, Employment Law Updates and FLSA seminars
6. Speaker for Texas City Management Association; Texas Fire Chiefs Association, Texas Police Chiefs Association, Texas County Auditors Association; Texas City Attorney's Association; and the Texas Municipal League
7. LBJ School, University of Texas-Austin -- Employment Law Updates
8. Employer Resource Institute – serves on Editorial Review Board
9. "Sexual Harassment: Practical Guidelines for Preventing Sexual Harassment in Your Company" – a monograph
10. "Avoiding the Nightmare" for the *Risk and Benefits Journal*
11. "Nine Years Later: An Unwelcome Return to the Fair Labor Standards Act" – *Texas Town and City*
12. *Case Note on Bishop v. Wood, 1977*
13. *Smarter Bargaining: Guide to Contract Language for Today's Public Sector Negotiator* – author and editor for NPELRA

Please list any supporting materials attached to the nomination.

Please send relevant data only. If possible, include a biography of the nominee:

1. Biography for Bettye Lynn

2. List of Presentations since 2000

3. Letters of Endorsement (63)

Please direct all questions regarding this award and/or nomination form to:

IPMA-HR Awards Committee

1617 Duke Street, Alexandria, VA 22314

Phone: (703) 549-7100

Fax: (703) 684-0948