

**THE EDWIN L. SWAIN AWARD  
IPMA-HR SOUTHERN REGION  
2012**

**NOMINATION OF BARBARA MONTOYA**

Please accept this heart-felt and well-deserved nomination of Barbara Montoya for the 2012 Edwin L. Swain Award for her notable contributions and distinguished career in human resource management.

Barbara is a deeply committed and valued member of the Alabama Association of Public Personnel Administrators (AAPPA), the Alabama Chapter of IPMA-HR. In the words of Steve Reeves, our Association President, "Barbara has championed professional human resource management throughout her career of public service. She played a key role in the formation of the AAPPA in the 1980s and later was a strong advocate for bringing the AAPPA under the IPMA-HR umbrella. I have personally observed her ability to understand complex issues, communicate clearly what the implications of those issues are, and lead others in decision making processes to address those issues. Through her career, Barbara has demonstrated effective leadership skills and her steadfast commitment to promoting professionalism and accountability in the field of public sector human resource management."

Barbara's career in public sector HR includes 28 years of service as the Personnel Administrator for the Montgomery City-County Personnel Board, providing services to the city, county, airport authority and housing authority that, combined, employ roughly 3,500 employees. During these years, she has also provided leadership at the local, regional, and international levels, including current service on the IPMA-HR Executive Council and past service representing Alabama and the Southern Region on the Unified Membership Task Force. Specific offices that Barbara has held in support of IPMA-HR are listed below.

**AAPPA, Alabama Chapter IPMA-HR**

Secretary/Treasurer 1989-1996

Education Committee 2001-2002

Vice President 2001

President 2002-04

At-Large Board Member 2005-2011

Conference Co-Chair Southern Region in Mobile, Al 2009

Education Committee 2011-2012

**Southern Region IPMA-HR**

President Elect 2006

President 2007-2009

Past President 2010-2011

Joint Conference Committee 2011-2013

## **IPMA-HR**

Certification Review Panel 2007

Nominations Committee 2007, 2008, 2009

Certification Review Panel 2007

Nominations Committee 2007, 2008, 2009

Executive Council 2011-Present

Barbara approaches everything she does in an inclusive and collaborative manner. When our state Association was approached by IPMA-HR to host the Southern Region Conference in 2009, Barbara took the lead in the only fashion she knows, with unreserved enthusiasm. She rallied support from our members and launched an impressive movement to organize and successfully execute the first regional IPMA-HR conference to be held in Alabama in several decades. She desired for it to be an unmatched experience for all participants and their guests, both on educational and networking levels. The conference was a tremendous success. Barbara once stated, "Whenever I take on a job or a challenge, I fully commit myself to doing it well and to completing the task." Those who know her can certainly confirm that this is a very accurate statement.

Barbara played a key role not only in the formation of AAPPA, but also in the development of a premier certification program for the public sector human resources professional, one that other organizations have since used as a model for their own programs. She is currently chairperson for the AAPPA Education Committee, a committee which oversees education and certification programs provided to governmental agencies in Alabama. Barbara is well respected both inside our association and across the human resources profession. Her educational background includes a master's degree in counseling and a Juris Doctorate. Barbara strives to keep abreast of all new human resource legislation, especially the laws that affect the public sector. A tireless advocate for education and certification, she shares her vast knowledge and experience in the field of public sector human resource management by teaching courses and responding to endless inquiries from her peers.

Through her career and through her leadership in IPMA-HR, Barbara has advanced public sector human resources as an important, honorable, and accountable profession, a profession which impacts daily the lives of public sector employees and the citizens we serve. The impact she has on this profession is profound and far-reaching. It is with pleasure and unreserved pride that we nominate Barbara Montoya for the Edwin L. Swain award.

Submitted by the AAPPA Award Nomination Committee:

Karen Higgins, Gary Nunnally, and Steve Reeves