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Denver Marriott West | March 4, 2010

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Join MSEC experts and guest speakers as we return for this informative conference focusing on the special laws and unique HR challenges that face public employers and quasi-governmental agencies

2nd Annual PUBLIC EMPLOYERS HR CONFERENCE

Join MSEC experts and guest speakers as we return for this informative conference focusing on the special laws and unique HR challenges that face public employers and quasi-governmental agencies.

Topics for 2010 Will Include:

- Legal Review and Update
- Political Speech in the Public Workplace
- Investigation and Search Limitations for the Public Sector
- Public Sector Handbooks
- Public Sector Compensation Trends
- Measuring Your HR Effectiveness
- Keeping the Balance in Life

Keynote Speaker:

Jep Enck will provide tips for *Motivating in the New Economy*

Jep Enck's presentations are remembered for their content—a rare blend of carefully-chosen theory, useful facts, illustrative stories and practical how-to's. One newspaper described him as a cross between a Harvard business professor and a stand-up comic! Throughout his career, Jep has focused on the "human element" in building excellent teams. His energies and insights have received both local and national attention.

Thursday, March 4, 2010

Registration and Continental Breakfast 7:45 a.m.
Program 8:30 a.m. - 3:20 p.m.

\$189 per person (lunch included)
\$159 per person for groups of three or more from the same organization (lunch included)

Denver Marriott West

1717 Denver West Boulevard | Golden, CO 80401

Rooms are available at a discounted rate for conference attendees until February 10. Call 1.888.238.1803 for reservations and provide the group code **pecpeca**.

MSEC—Your Partner on the Road of HR Challenges
2nd Annual PUBLIC EMPLOYERS HR CONFERENCE



800.884.1328 | registration@msec.org | www.msec.org

Continuing Legal Education (CLE) Credits applied for



Pre-approved for recertification credit

The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be pre-approved for recertification credit.



7:45 a.m.

Continental Breakfast *(included in registration fee)*

8:30 a.m.

Welcoming Remarks

Tammeron Trujillo

Director, Human Resource Services
Mountain States Employers Council

8:40 a.m.

Opening Session

A Whirlwind of Legislation— ARRA, FMLA, Ledbetter, COBRA, ADAAA, and, as Always, Open Records

Lorrie Ray, Esq.

Director, Membership Development
Mountain States Employers Council

A whole host of new laws that impact both the public and private sector were brought in 2009. Are you up to speed with all the changes? We will help you get there in this session. In addition we'll talk about the Ricci case that came from the Town of New Haven, Connecticut and what lessons you can learn from it. Finally, we just have to talk about the Open Records Act. It continues to stir up dust devils all on its own.

9:35 a.m.

Break

9:45 a.m.

Morning Breakout Session 1

Attend one of the following:

- Political Speech in the Public Workplace:
Applying Heart, Courage, and a Brain
- Looking for the Witch's Broom:
Investigations and Searches in the Public Sector
- Public Sector Handbooks: A Horse of a Different Color

10:40 a.m.

Break

10:50 a.m.

Morning Breakout Session 2

Attend one of the following:

- Political Speech in the Public Workplace:
Applying Heart, Courage, and a Brain
- Looking for the Witch's Broom:
Investigations and Searches in the Public Sector
- Public Sector Handbooks: A Horse of a Different Color

Morning Breakout Session Descriptions

Political Speech in the Public Workplace:

Applying Heart, Courage, and a Brain

Rachel Allen, Esq.

Staff Attorney
Colorado Municipal League

We are familiar with political speech in parks, streets and other public areas but what about the work area? When an employee wants to wear a campaign button to work or speak out about a municipal or other election issue is there a line between free speech and the organization's rights as an employer? This session will provide a thoughtful approach so that you end up looking like Glenda the Good Witch.

Looking for the Witch's Broom: Investigations and Searches in the Public Sector

Chris Chrisbens, Esq.

Manager, Workplace Investigations
Mountain States Employers Council

Workplace investigations are a necessary tool for resolving workplace conflict and deflecting legal liability. Investigations may be particularly valuable in the public sector but also raise some unique issues. Please join MSEC's Manager of Workplace Investigations for an overview and discussion of investigations in the public sector.

Public Sector Handbooks: A Horse of a Different Color

Tina Harkness, Esq.

Staff Attorney, Employment Law Services
Mountain States Employers Council

An employee handbook can be a useful document for communicating within any organization. Public sector employers, however, have unique legal issues to contemplate when developing an employee handbook. This session will address handbook basics and discuss those areas that are unique to the public sector.

11:45 a.m.

Luncheon *(included in registration fee)*

12:10 p.m.

Keynote Speaker

We're Not in Kansas Anymore Motivating in the New Economy

Jep Enck

Enck Resources

It was once said that "motivation is an inside job." That may be true, but leaders know that they are responsible for the creation of a motivational environment. In this fast paced, interactive presentation, Jep Enck, MS, will share some insights on the science of human motivation and strategies for creating a motivational environment at your work. Don't worry, you will be surprised how motivation and money are not all together linked. Get ready to laugh and learn!

1:10 p.m.

Break

1:20 p.m.

Afternoon Breakout Session 1

Attend one of the following:

- Public Sector Compensation Trends:
Try Clicking Your Heels Three Times
- Counting Those Yellow Bricks:
Measuring HR Effectiveness
- Are You a Bad Witch or a Good Witch?
Keeping the Balance in Life

2:15 p.m.

Break

2:25 p.m.

Afternoon Breakout Session 2

Attend one of the following:

- Public Sector Compensation Trends:
Try Clicking Your Heels Three Times
- Counting Those Yellow Bricks:
Measuring HR Effectiveness
- Are You a Bad Witch or a Good Witch?
Keeping the Balance in Life

3:20 PM

Adjournment and Networking

Afternoon Breakout Session Descriptions

Public Sector Compensation Trends: Try Clicking Your Heels Three Times

Nicki Aggers

Manager, Compensation Consulting Services
Mountain States Employers Council

Patty Goodwin

Director, Surveys
Mountain States Employers Council

There is no magic answer in compensation design. However, we will share with you data and options for consideration in your planning process. An illogical market does not exclude reviewing, analyzing, or updating your compensation system to answer the following questions.

- Merit, COLA, Across-the-board: What is the best practice?
- Salary range management: How do you decide when an employee should reach the maximum?
- What is the meaning of market data volatility?

Counting Those Yellow Bricks: Measuring HR Effectiveness

Pat Docherty, SPHR

Staff, Human Resource Services
Mountain States Employers Council

Today, the mandate for HR in the public sector is to become more accountable, flexible, results-oriented and cost-effective. It is more important than ever in these tough economic times to justify public expenditures and to maximize the value of every resource. In developing and implementing a relevant and credible HR measurement program, HR demonstrates how it builds organizational success. Join us in this session to learn which "yellow bricks" to measure and what measuring techniques to use.

Are You a Bad Witch or a Good Witch?

Keeping the Balance in Life

Jep Enck

Enck Resources

We know things are not all bad, or all good, they are a balance of the two. In this interactive and thought provoking workshop participants will have an opportunity to explore some research on stress and gain insights on stress management and personal balance strategies. Using a self-administered survey you can expect to laugh and learn while taking time to explore what balance means to you.