The Texas Municipal Human Resources Association (TMHRA) is an affiliate of the Texas Municipal League.

The TMHRA Annual Conference is designed to provide insight and guidance on current topics of interest affecting those professionals in Human Resources or other city departments charged with providing guidance to city management on human resources related issues. The general sessions are geared toward optimizing productivity, enhancing personal development, increasing knowledge, and strengthening the foundation of the human resource functions of municipal government. Additionally, the conference offers multiple concurrent breakout sessions on three different tracks: 1) Employment Law; 2) Benefits and Wellness/Risk/Employee Relations; and 3) Best Practices.

Who Should Attend
City Administrator  
Human Resource Directors  
Compensation Managers  
Benefits/Risk Administrators  
City Secretary
City Managers  
Human Resource Staff members  
City Attorneys  
Police and Fire Chiefs  
YOU!
Wednesday, April 29

8:00 – 8:30 a.m.  Continental Breakfast and Registration

8:30 – 8:45 a.m.  Welcome Colleagues
   TMHRA President, Martha Butz, Human Resource Director, City of Highland Village

8:45 – 10:15 a.m.  Opening General Session
   This Would Be Funny…If It Wasn’t Happening to Me! How to Embrace Change with Enthusiasm, Levity, and Vigor
   Sometimes life just gets in the way. Do you ever think, “Why can’t things just go the way I want for a change?” or “Why can’t people just leave me alone?” This hilarious and provocative presentation shows municipal HR professionals how to face stress instead of running and hiding. Embrace challenging situations and people with new ideas, innovation, and conviction. This compelling motivational speech will increase your comfort and confidence in the face of stress and change. Explore how the only way out is through and that it can actually be fun to embrace life challenges. Learn to do more with less and love it. Embrace the chaos of change with humor, conviction, and vitality.
   Jody Urquhart, Motivational Speaker, Calgary, AB, Canada

10:15 – 10:30 a.m.  Break

10:30 – 11:45 a.m.  Concurrent Breakout Sessions
   Retaliation Claims
   Legal problems with your employees are not always over when you think they should be. You have successfully responded to an employee’s complaint that your organization has violated an employment law, even received No-Cause Determination and dismissal from the EEOC. Congratulations! Then, months later, a new charge is filed by that employee for retaliation. There is renewed and increasing awareness about “whistle blower” protections and special requirements for addressing employee concern. Almost every employment law has anti-retaliation provisions that protect certain activity. This session will cover the major retaliation laws and some “minor” ones that can surprise you and what constitutes retaliation under the law. What laws impose personal liability on managers and balancing special concerns with “freedom of expression.”
   Julia Gannaway,  Partner, Lynn, Ross, Gannaway & Cranford, LLP

   Health Benefit Strategies - Private Health Insurances Exchanges (repeated at 3:45 p.m.)
   Private health insurance exchanges are emerging as a key benefits strategy since the introduction of the Affordable Care Act. This session will provide an overview of Private Health Insurance Exchanges including their various structures, how they work, and their appeal to employers.
   Brent Weegar, Principal, IPS Advisors, Inc.

   From Discipline to Termination: The Basics
   All managers have to deal with difficult employees who have bad attitudes/behave, are unskilled, or misdirected. In this session you will learn to create an action plan and set expectations for job performance, institute progressive discipline for problem employees, and dismiss fairly and legally.
   Debbie Maynor, Director of Human Resources, Travis County

11:45 a.m. – 1:00 p.m.  Lunch Provided

1:00 – 2:15 p.m.  Concurrent Breakout Sessions
   A Look At the Future: EEOC Emerging Issues
   As he looks into the crystal ball, you will want to know what Joe sees in this succinct overview of issues important to the Commission: The newly posted to EEOC.GOV Strategic Enforcement Plan, wellness initiatives, gender stereotyping, social media, and new forms of retaliation and harassment, just to name a few. Why become our next press release when you can prevent it.
   Joe Bontke, Outreach Manager and Ombudsman, Houston District Office, EEOC

   I Love My Job…it’s the People I Can’t Stand
   Join us in this hilariously interactive, practical, and inspiring motivational speech that shows you how to develop healthy communication patterns with anyone. You can learn to handle the most difficult situations and the most challenging people and how to get through to others without giving in. Never again fall victim to those who love to make life miserable for the rest of us! Knowing how to deal with difficult people at work will allow you to approach your job with more enjoyment and your coworkers with greater confidence. Cooperation, collaboration, and compromise will improve workplace satisfaction . . . and productivity! Build a more productive, enjoyable, and efficient workplace for everyone.
   Jody Urquhart, Motivational Speaker, Calgary, AB, Canada

   Performing Thorough Workplace Investigations
   Whether the issue is a harassment complaint, a threat of workplace violence, bullying or another workplace dispute - prompt, fair and thorough investigations are essential to your ability to make sound employment decisions and minimize legal risks. This seminar will provide you with practical guidance and actual experience in conducting effective workplace investigations.
   Vanessa Gonzalez, Partner, Bickerstaff Heath Delgado Acosta LLP
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<tr>
<th>Time</th>
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<tr>
<td>2:15 – 2:30 p.m.</td>
<td>Break</td>
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<td>2:30 – 3:40 p.m.</td>
<td>Concurrent Breakout Sessions</td>
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<td><strong>Wage and Hour Issues: Shortchanging Your Employees?</strong>&lt;br&gt;This session will outline common FLSA pitfalls employers make and how to avoid them.&lt;br&gt;<strong>Joe Gorfida</strong>, Nichols, Jackson, Dillard, Hager &amp; Smith</td>
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<td><strong>Making Sense of Health Care Reform Reporting</strong> (repeated Thursday at 2:15 pm)&lt;br&gt;This session will outline the reporting requirements of Health Care Reform.&lt;br&gt;<strong>Claire Panczer</strong>, Compliance Consultant, Holmes Murphy</td>
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<td><strong>Generational Differences and Recruiting Millennials</strong>&lt;br&gt;For the first time in history you are managing four generations in the workplace at the same time. Differing values, perspectives and priorities can create conflict unless it is managed properly. This session will provide you with greater understanding of the generational differences in your workplace.&lt;br&gt;<strong>Ron Holifield</strong>, Chief Executive Officer, Strategic Government Resources</td>
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<td>3:45 – 5:00 p.m.</td>
<td>Concurrent Breakout Sessions</td>
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<td><strong>Does FMLA Ever End?</strong>&lt;br&gt;This session will discuss FMLA and returning to work when there might be chronic illness and how it might involve ADA, workers’ compensation, or intermittent leave to include tips on what documentation would be beneficial and legal to obtain.&lt;br&gt;<strong>Lon Williams</strong>, Shareholder - Polsinelli PC, Polsinelli LLP</td>
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<td><strong>Health Benefit Strategies - Private Health Insurances Exchanges</strong> (repeated from 10:30 – 11:45 a.m.)&lt;br&gt;Private health insurance exchanges are emerging as a key benefits strategy since the introduction of the Affordable Care Act. This session will provide an overview of private health insurance exchanges including their various structures, how they work, and their appeal to employers.&lt;br&gt;<strong>Brent Weegar</strong>, Principal, IPS Advisors, Inc.</td>
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<td><strong>Do You Pay or Do You Pay Big? Managing Fleet Operations</strong>&lt;br&gt;When providing uninterrupted services 24/7, public entity’s fleet creates numerous, unique liability exposures. Vehicles accidents are bound to happen. This session will walk you through an accident scenario and will discuss the various liability exposures. Attendees will learn how to make better decisions, policies, and procedures to control fleet exposure.&lt;br&gt;<strong>Darral Oliver</strong>, Loss Prevention Representative; and <strong>Aaron Hardiman</strong>, Member Services Manager, TML Intergovernmental Risk Pool</td>
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<td>5:00 p.m.</td>
<td>Meet and Mingle Reception</td>
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<td>Extra tickets may be purchased for guests who want to attend the reception (see Registration Form).</td>
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**Evening Events**

**New Member Dinner** - River City Grille, 700 1st St, Marble Falls, TX 78654<br>New TMHRA members over the past year are encouraged to attend, mingle with Board members, and network with other HR professionals.  

**Past Presidents Dinner** - Location to be Determined<br>TMHRA past-presidents re-unite for dinner and to mingle.  

**Thursday, April 30**

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<th>Time</th>
<th>Session</th>
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<tr>
<td>6:30 a.m.</td>
<td><strong>5K Run Sponsored by San Angelo Community Medical Center</strong></td>
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<td>8:00 – 8:30 a.m.</td>
<td>Continental Breakfast</td>
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<td>8:30 – 10:00 a.m.</td>
<td><strong>General Session</strong></td>
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<td><strong>Leading Like You Own It: Why We Never Wax a Rental Car</strong>&lt;br&gt;You may or may not have been informed of this, but you are in that position to improve results. “Leading Like You Own It”™ is designed to compliment any existing internal and external leadership development. It is developed from 30+ years of personally witnessed lessons in leadership, Human Resources and consulting.&lt;br&gt;<strong>Greg Gilbert</strong>, Mr. HR with a Guitar</td>
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<tr>
<td>10:00 – 10:15 a.m.</td>
<td>Break</td>
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10:15 – 11:30 a.m.  Concurrent Breakout Sessions

**Regulating Employee Conduct Away From the Workplace**

When city employees are not at work, they are protected by their first amendment right to free speech and rights to privacy. However, there are certain times when government employees can and should be regulated outside the workplace. This session will review circumstances when employee conduct can and should be regulated outside the workplace.

*Adam D. Boland*, Attorney, Ogletree, Deakins

**Healthcare Evolution - Taking Control of Your Healthplan**

This presentation will discuss the importance of establishing direct contracts with providers and how to focus and impact the disease states that apply to your population.

*Jarrad Wills*, Vice President, Holmes Murphy

**What Employers Need to Know About Criminal Background Checks** (repeated at 2:15 p.m.)

This presentation covers where the information comes from and what should be included in a good background check. It also covers employers’ legal responsibilities under the Fair Credit Reporting Act and EEOC guidelines, both of which are covered more thoroughly in Background Checks Underfire and the Fair Credit Reporting Act’s Requirements for Employers.

*Mike Coffey*, President, Imperative Information Group

11:30 a.m. – 1:00 p.m.  Lunch and TMHRA Awards Ceremony

1:00 – 2:10 p.m.  Concurrent Breakout Sessions

**Curbing FMLA Abuse**

This course is designed for employers and is intended to help employers understand and recognize FMLA abuse. It also provides tools for preventing or curbing FMLA abuse while remaining compliant with the FMLA. The presentation will provide employers with an understanding of the top 10 mistakes employers make which allow for FMLA abuse.

*Rob Larson*, Senior Account Executive, Unum

**Application of Your Wellness Program**

Panel presentation and discussion on the application of a successful wellness programs. This will include discussion of best practices, challenges, and how to overcome them when coordinating a wellness program with a health plan.

*Amanda Mullaney* and *John Murray*, City of Rowlett; *David Davenport* and *Rick DeOrdio*, City of Irving; and *Janet Charlesworth* and *Morgan Chegwidden*, representing the City of San Angelo

**Shift in Pay Management**

Examine the evolution from traditional salary and grade structures to structures that are more closely aligned with the labor market in this informative session. As organizations begin to rethink how they administer and deliver compensation, understanding how job rate structures work will make the transition easier for everyone.

*Sandra Spellman* and *Lori Messer*, Senior Consultants, Fox Lawson & Associates - a division of Gallagher Benefit Services

2:15 – 3:30 p.m.  Concurrent Breakout Sessions

**Making Sense of Health Care Reform Reporting** (repeated from Wednesday)

This session will outline the reporting requirements of Health Care Reform.

*Claire Pancerz*, Compliance Consultant, Holmes Murphy

**Workers Comp Programs - Panel Discussion**

*Norma L. Martinez*, Risk Manager, City of Sugar Land; *Norm Stuart*, Safety and Training Coordinator, City of Friendswood; and *Mike Bratcher* and *Irvin Janak*, Workers’ Compensation Claims Managers, Texas Municipal League Intergovernmental Risk Pool

**What Employers Need to Know About Criminal Background Checks** (repeated from 10:15 a.m.)

This presentation covers where the information comes from and what should be included in a good background check. It also covers employers’ legal responsibilities under the Fair Credit Reporting Act and EEOC guidelines, both of which are covered more thoroughly in Background Checks Underfire and the Fair Credit Reporting Act’s Requirements for Employers.

*Mike Coffey*, President, Imperative Information Group

3:30 – 3:45 p.m.  Break

3:45 – 5:00 p.m.  General Session

**Legislative Update**

*Laura Mueller*, Assistant General Counsel, Texas Municipal League

8:00 p.m.  Entertainment/Networking Event

Swing Music, “bootleg” liquor, gangsters and flapper girls. Join us for a roaring good time at Holmes Murphy’s 1920s party. Please dress for the occasion! Sponsored by Holmes Murphy and Associates
**Friday, May 1**

8:00 – 8:30 a.m.        Continental Breakfast

8:30 – 9:00 a.m.        TMHRA Business Meeting

9:00 – 10:15 a.m.       General Session

**Influencing Behavior and Impacting Results**

This is a session that informs, involves, and inspires. In 2015 working smarter not harder is expected. Working differently and working together is now what is needed and necessary to ensure optimal results. Participants will focus on and work through key topic areas such as: *How to influence an individual’s behavior by influencing their perception and attitude, Rapport does not equal a relationship, Differences within the three levels of a relationship (competitive, cooperative, collaborative), and Three personas of a person and the blind spots that cause blind behaviors.*

Marcel Brunel, Brunel Group, LLC

10:15 – 10:30 a.m.          Break

10:30 – Noon          General Session

**The Anything and Everything Legal Update**

Bettye Lynn, Partner, Lynn, Ross, Gannaway & Cranford, LLP

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**A special thank you to the conference program committee!**

Wendy Standorf, Co-Chair; Veronica Sanchez, Co-Chair; Shelly Freeman; Matt Greblunas; Andre Houser; Lisa Norris (Sponsors); Miguel Ozuna; Jennifer Price; and Lavern Gaines (TML)

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**General Information**

**Registration Fee**

The fee includes all conference sessions; Wednesday continental breakfast, lunch, and evening reception; Thursday continental breakfast, lunch, and Sponsored Networking Event; Friday continental breakfast; and all scheduled refreshment breaks. Please see the registration form for specific rates.

**Cancellation and Substitution Policy**

If you are registered and cannot attend, we encourage you to send a substitute. If you cannot send a substitute, a $45 cancellation fee will be assessed if written cancellation is emailed to acct@tml.org by April 7. No refunds will be honored after April 7.

**Hotel Accommodations**

The conference will be held at the Horseshoe Bay Resort, located at 200 Hi Circle North, Horseshoe Bay. To make reservations, please call the hotel toll-free at (877) 611-0112 and ask for the TMHRA Annual Conference room block or to reserve a room online please visit the conference website: www.tmhraconference.org. A rate of $159 single/double per night plus $26 resort fee is available until April 7 or until the room block is full.

**Continuing Education Credit**

Elected officials can earn credit hours toward a Texas Municipal League Institute certificate for participation in the TMHRA Annual Conference. CEU forms will be available on site.

**Seminar Materials**

TMHRA does not provide handouts of speaker materials. Speaker handouts/presentations available for downloading and/or printing will be posted to the TMHRA website at www.tmhra.org (under “Events/Seminar Materials”) for you to download in advance, if you desire.

**Confirmation/Badge**

Your confirmation and conference badge will be mailed to you in advance. **Please remember to bring your confirmation and badge to the conference.**

**Special Accommodations**

On the registration form, let us know if you need assistance of any kind. We want to help! Thank you.

**Dress Code**

The conference dress code is casual. Remember, the weather will be hot outside, so dress for comfort. Be sure to bring a sweater or jacket to the sessions, in the event the rooms are cool.

**Questions?**

You may contact the TML Affiliate Services Department in the following ways:

1. Phone: 512-231-7400
2. Email: tmhra@tml.org
Registration Form
Your registration will not be processed until payment is received.

Please type or print the information requested. If you need additional forms, please copy this form. Your name badge and optional tickets will be mailed in advance. If an email address is provided, you will also receive confirmation via email.

Full Name: _________________________________________________ Badge Name: ________________________________

Title: ____________________________________________________ City/Organization: ________________________________

Mailing Address: _________________________________________________________________________________________________________

City/State/Zip: __________________________________________________________________________________________________________

Phone: (_____)_______________    Fax: (_____)_________________    Email: _________________________________________________

I require the following accommodations: _______________________________________________________________________________________

Select One *TMHRA Members     Non-TMHRA Members

Register by April 17 $250 _____  Register by April 17 $350 _____
Register after April 17 $350 _____  Register after April 17 $400 _____

*TMHRA membership must have been approved by April 7, 2015, in order to qualify for the member rate.

Is this your first time attending the TMHRA Annual Conference? ___ Will you participate in the 5K ___

Additional Guest Ticket for Wednesday Reception _____ (quantity) at $25 each    $  _________

Guest Name(s): ___________________________________________________________________________________________________________

Make check payable to: Texas Municipal Human Resources Association                Total Cost $ __________

Please select the concurrent breakout sessions you plan to attend.

**THE TEXAS MUNICIPAL HUMAN RESOURCES ASSOCIATION ANNUAL CONFERENCE**

HORSESHOE BAY RESORT • 200 Hi CIRCLE NORTH, HORSESHOE BAY • APRIL 29 – MAY 1, 2015

Send this completed form with payment to:
Administrative Services • 1821 Rutherford Lane, Suite 400 • Austin, Texas • 78754