



# CREATING LEADERSHIP IN TEXAS CITIES

THE TEXAS MUNICIPAL HUMAN RESOURCES  
ASSOCIATION ANNUAL CONFERENCE

MAY 5-7, 2010

DOUBLETREE DALLAS CAMPBELL CENTRE  
8250 NORTH CENTRAL EXPRESSWAY, DALLAS

Texas Municipal  
*Human Resources*  
Association

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

This conference, sponsored by TMHRA, will provide timely information to address the growing needs of human resources professionals, as well as any other professional charged with the task of providing guidance for a human resources department. As the need to optimize productivity while decreasing liability becomes more important, the types of information delivered through these seminars become increasingly more useful to those who are serious about maintaining effective organizations.

## WHO SHOULD ATTEND

city managers  
 compensation managers  
 risk managers  
 police chiefs  
 city secretaries  
 any person dealing with employee relations

assistant city managers  
 human resource managers  
 personnel professionals  
 attorneys  
 fire chiefs

# TENTATIVE AGENDA

## WEDNESDAY, MAY 5

Noon – 1:00 p.m.	<b>Registration</b>
1:00 – 1:15 p.m.	<b>Welcome Colleagues</b> TMHRA President <b>Don Byrne</b> , Director of Human Resources, City of Odessa
1:15 – 2:15 p.m.	<b>Communication? We Don't Need No Stinkin' Communication!</b> <b>Riley Harvill</b> , Ph.D., The HarBeck Company, Dallas <i>We can't get enough of it; we're not naturally very good at it. Witness members of the audience as together we demonstrate the wondrously complex dynamics of communication.</i>
2:15 – 2:30 p.m.	<b>Break</b>
2:30 – 3:45 p.m.	<b>Internal Investigations: Avoiding Going from Bad to Worse!</b> <b>George Hyde</b> , Attorney, Denton, Navarro, Rocha & Bernal, P.C., San Antonio <i>Find out what to do when someone walks into your office and snitches on a coworker, a supervisor, or even the city manager!!!!</i>
3:45 – 5:00 p.m.	<b>Leading Change Isn't a Spectator Sport</b> <b>Patrick Ibarra</b> , The Mejorando Group, Glendale, Arizona <i>This session will focus on identifying common scenarios related to managing change initiatives and learning how to translate the forces for change into a tailwind with practical, tactical, and impactful ideas you can begin using tomorrow.</i>
5:00 p.m.	<b>Meet and Mingle</b>

## THURSDAY, MAY 6

8:00 – 8:30 a.m.	<b>Continental Breakfast</b>
8:30 – 10:30 a.m.	<b>Martial Arts for the Mind: Stress Management Skills for Health and Peak Performance</b> <b>David Gamow</b> , Clarity Seminars, Mountain View, California <i>This interactive session will give tips on enhancing your personal productivity through focusing the mind where you want it to go to achieve results more quickly and effectively.</i>
10:30 – 10:45 a.m.	<b>Break</b>
10:45 a.m. – Noon	<b>Martial Arts for the Mind: Stress Management Skills for Health and Peak Performance (continued)</b> <b>David Gamow</b> , Clarity Seminars, Mountain View, California
Noon – 1:30 p.m.	<b>Lunch and TMHRA Awards Ceremony</b>
1:30 – 2:30 p.m.	<b>Concurrent Roundtables</b> <b>Deferred Compensation: Your Organization's Liabilities and Opportunities</b> Facilitators: <b>George Mones</b> , Director of Human Resources, City of Mesquite; and <b>Miguel Ozuna</b> , Director of Human Resources, City of Cedar Park  <b>Nuts and Bolts of Administering the Family and Medical Leave Act (FMLA)</b> Facilitator: <b>David Berman</b> , Partner, Nichols, Jackson, Dillard, Hager, & Smith, LLP, Dallas
2:30 – 2:45 p.m.	<b>Break</b>
2:45 – 3:45 p.m.	<b>Concurrent Roundtables</b> <b>Other Post-Employment Benefits (OPEB) Best Practices</b> Facilitators: <b>Kathy Shields</b> , Human Resources Director, City of Farmers Branch; and <b>Erin Rinehart</b> , PHR, Director of Workforce Services, City of Carrollton  <b>Federal Collective Bargaining and Texas Cities: What Is Coming and How Every Texas City Will Be Impacted</b> Facilitators: <b>Tadd Phillips</b> , Director of Human Resources, City of McKinney; and <b>Dick Hodapp</b> , Assistant Director of Human Resources, City of Fort Worth
3:50 – 5:00 p.m.	<b>Coping with TMRS Changes</b> Facilitators: <b>George Mones</b> , Director of Human Resources, City of Mesquite; <b>Barry Robinson</b> , Director of Human Resources, City of Greenville; and <b>Jim Parrish</b> , Deputy City Manager, City of McKinney

## FRIDAY, MAY 7

8:30 – 9:00 a.m.

**TMHRA Business Meeting and Continental Breakfast**

9:00 – 10:15 a.m.

**Social Media: YourSpace, MySpace, Whose Space Is the Workplace?**

**Maleshia B. Farmer**, Assistant City Attorney, City of Fort Worth

*Facebook, Twitter, and MySpace are all the rage!!! Find out the legal issues surrounding social media and what policies employers can put into place to address employee use of social media in the workplace.*

10:15 – 10:25 a.m.

**Break**

10:25 a.m. – Noon

**Legal Update—State and National**

**Bettye Lynn**, Partner, Lynn Pham & Ross, LLP, Fort Worth

*The ever-changing world of employment law will be reviewed, along with a look toward emerging issues for 2010.*

## GENERAL INFORMATION

### REGISTRATION POLICY

Registration includes all conference sessions, handout materials, Wednesday reception, Thursday continental breakfast, Thursday lunch, Friday continental breakfast, and all scheduled refreshment breaks. See the registration form for fees.

### 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 received by **April 23, 2010**. No telephone cancellations will be accepted. Refunds are available for registration fees only. No refunds will be honored after **April 23**.

### HOTEL ACCOMMODATIONS

The conference will be held at the **Doubletree Dallas Campbell Centre**, located at 8250 North Central Expressway in Dallas. To make reservations, please call the hotel directly at 800-245-8918 and ask for the **TMHRA Annual Conference** room block. A rate of \$109 single/double per night is available until **April 14**, or until the block is full.

### NEED TO RENT A CAR?

Call **AVIS** at 800-331-1600, or make reservations online at [www.avis.com](http://www.avis.com). The Avis World Wide Discount (AWD) Number is **J867208** (Texas Municipal League). **Enterprise** Corporate Class discounts are available at [www.enterprise.com](http://www.enterprise.com) or by calling 800-736-8222. Your Corporate Class number is **Y21222**. Enter **TEX** for the company name.

### CONTINUING EDUCATION CREDIT

Elected officials can earn approximately 15.3 credit hours toward a Texas Municipal League Institute certificate for participation in the TMHRA Annual Conference. CEU forms will be available on site.

### CONFIRMATION/BADGE

Your confirmation and conference badge will be mailed to you in advance. PLEASE REMEMBER TO BRING YOUR BADGE TO THE CONFERENCE.

### SPECIAL ACCOMMODATIONS

On the registration form, let us know if you need special 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 meeting room, in the event it is cool.**

### QUESTIONS?

You may contact the TML Program Development Department in the following ways:

1. Phone: 512-231-7400
2. Fax: 512-231-7494
3. E-mail: [tmhra@tml.org](mailto:tmhra@tml.org)
4. Write to: 1821 Rutherford Lane, Suite 400, Austin, Texas 78754-5128

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## REGISTRATION FORM

Your registration will not be processed until payment is received.

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THE TEXAS MUNICIPAL HUMAN  
RESOURCES ASSOCIATION  
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### TWO WAYS TO REGISTER:

- (1) Register online with credit card at:  
www.tmhra.org  
www.tml.org (click on "Training")
- (2) Mail this form with payment to:  
TML Administrative Services  
1821 Rutherford Lane, Suite 400  
Austin, TX 78754-5128

Due to the liability of storing credit card information in hard copy, we can no longer accept credit card information by fax or mail.  
We appreciate your understanding.

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

Full Name: \_\_\_\_\_  
Badge Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
City/Organization: \_\_\_\_\_  
Mailing Address: \_\_\_\_\_  
City/State/Zip: \_\_\_\_\_  
Phone: (\_\_\_\_) \_\_\_\_\_ Fax: (\_\_\_\_) \_\_\_\_\_ E-mail: \_\_\_\_\_  
I require the following special accommodations: \_\_\_\_\_

**ANNUAL CONFERENCE REGISTRATION INFORMATION:** The registration fee includes all conference sessions, handout materials, Wednesday reception, Thursday continental breakfast, Thursday lunch, Friday continental breakfast, and all scheduled refreshment breaks.

### \*TMHRA Members

Register online by 4/23 \$ 50 \_\_\_\_  
Register by mail by 4/23 \$ 75 \_\_\_\_  
Register after 4/23 \$125 \_\_\_\_

### Non-TMHRA Members as of March 1, 2010

Register online by 4/23 \$135 \_\_\_\_  
Register by mail by 4/23 \$155 \_\_\_\_  
Register after 4/23 \$175 \_\_\_\_

\*TMHRA membership must have been approved prior to March 1 in order to qualify for member rate.

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Is this your first time attending the TMHRA Annual Conference? \_\_\_\_\_

**Guest Ticket for Wednesday Reception:** \_\_\_\_\_ (quantity) at \$25 each \$ \_\_\_\_\_

Guest Name(s): \_\_\_\_\_

Make check payable to: **Texas Municipal Human Resources Association**

Total Cost \$ \_\_\_\_\_

Questions: If you have questions, please contact us at 512-231-7400 or tmhra@tml.org.

## The Texas Municipal Human Resources Association Annual Conference

### FOR TML OFFICE USE ONLY:

Business Check \_\_\_\_\_ \$ \_\_\_\_\_

Personal Check \_\_\_\_\_ \$ \_\_\_\_\_

Total \$ \_\_\_\_\_

Batch No. \_\_\_\_\_

Id # \_\_\_\_\_