

The Texas Municipal Human Resources Association Annual Conference

Charting a Course in Leadership!



Moody Gardens Hotel
Seven Hope Boulevard
Galveston, Texas
May 25-27, 2011

WHO SHOULD ATTEND

city managers
assistant city managers
compensation managers
human resource managers
risk managers
personnel professionals
police chiefs
attorneys
city secretaries
fire chiefs
any person dealing with employee relations
YOU!

TENTATIVE AGENDA

Wednesday, May 25

- Noon – 1:00 p.m. **Registration**
- 1:00 – 1:15 p.m. **Welcome Colleagues**
TMHRA President **Janie Mehrens**, Director of Human Resources, City of Brenham
- 1:15 – 2:15 p.m. **Keynote Speaker**
High Tech or Human Touch? Choosing the Best Communication Channel
Amy P. Castro, President, Innovative Communication and Training Solutions, Friendswood
Do you send an e-mail, a text, or make a phone call? With more avenues of communication available nowadays, which form of communication is appropriate to use with our employees? Ms. Castro will discuss methods of communication, along with what you should consider when determining how to communicate with an individual staff member or a group of employees.
- 2:15 – 2:30 p.m. **Break**
- 2:30 – 3:45 p.m. **Managing Costs Amid Health Care Reform!**
Susan Smith, Executive Director, TML Intergovernmental Employee Benefits Pool, Austin
Susan will provide a brief update on the status of health care reform. In addition, she will discuss techniques to help manage health care costs amid the expansion of benefits through health care reform.
- 3:45 – 5:00 p.m. **The Changing World of Ethics**
Ron Holifield, CEO, Strategic Government Resources, Keller
Dramatic changes in technology, generational values, sexual mores, and political dynamics are affecting standards of ethics and integrity. No longer can we assume “everyone knows” that certain behaviors are inappropriate. This session will help you assess and evaluate the changing dynamics and better equip you to create a high integrity organization despite the changing landscape.
- 5:00 p.m. **Meet and Mingle Reception**
Extra tickets may be purchased for guests who want to attend the reception (see Registration Form).

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.

Thursday, May 26

- 8:00 – 8:30 a.m. **Continental Breakfast**
- 8:30 – 10:30 a.m. **TMRS 2011 Update**
David Gavia, Executive Director, TMRS, Austin
- 10:30 – 10:45 a.m. **Break**
- 10:45 a.m. – Noon **Fair Labor Standards Act: Are You Paying Your Employees Correctly?**
Meghan Riley, Assistant City Attorney, City of Austin; and **Laura Maloy**, Compensation Manager, City of Austin
Meghan and Laura will help us navigate through the Fair Labor Standards Act.
- Noon – 1:30 p.m. **Lunch and TMHRA Awards Ceremony**
- 1:30 – 2:45 p.m. **Concurrent Sessions**
- An Overview of Social Security: Programs, Benefits, and Services**
Shelly J. Robinson, Public Affairs Specialist, Social Security Administration, Houston
Shelly will discuss the organization's programs, benefits, and services. Do you have questions about the Government Pension Offset or the Windfall Elimination Provision? This program will help answer those questions and more.
- Can a Tweet Land You in the Street?**
Sheila Gladstone, Principal Attorney, Lloyd Gosselink Rochelle & Townsend, P.C., Austin
Facebook, MySpace, Google, Twitter, blogs, and other social media and search engines have the potential to provide a wealth of information on employees and applicants, but they are also a source of potential liability for employers. Ms. Gladstone will discuss current best practices, privacy limits, and other employment law issues that have been popping up recently on this constantly changing hot topic.
- 2:45 – 3:00 p.m. **Break**



3:00 – 4:15 p.m.

Concurrent Sessions

What to Do When Someone Reports Harassment

George Hyde, Attorney, Denton Navarro Rocha & Bernal, P.C., San Antonio
George will discuss techniques to use when investigating a harassment claim.

Compensation Trends

Ruth Ann Eledge, Vice President and Senior Consultant, Waters Consulting Group, Dallas
Want to know what's transpired with wages during the recent economic downturn and how the recovery is affecting earnings? Ms. Eledge will discuss current compensation trends within the public sector.

8:00 p.m. – Midnight

TMHRA Luau Party Sponsored by Holmes Murphy, Extend Health, and ICMA-RC

Come to the Moody Gardens Poolside Terrace to join TMHRA—and sponsors Holmes Murphy, Extend Health, ICMA-RC, and friends—for entertainment, music, desserts, and cocktails!

Friday, May 27

8:30 – 9:00 a.m.

TMHRA Business Meeting

9:00 – 10:15 a.m.

Health Insurance Cost Reduction: It Is Possible!

Darrell Wells, Director of Risk Management, City of Odessa; and **George Mones**, Director of Human Resources, City of Mesquite
Representatives from two cities will explain their strategies to reduce health insurance costs.

10:15 – 10:30 a.m.

Break

10:30 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 2011.



2011 TMHRA Luau Party

Join TMHRA, Holmes Murphy, Extend Health, and ICMA-RC for a Luau Party that you won't forget!

Wear a grass skirt, if you dare, or a crazy hula shirt—we don't care.

Relax and enjoy the night with desserts, tropical drinks, and music.

Don't be late, or you will miss the exciting entertainment!

Moody Gardens
Poolside Terrace
Thursday, May 26, 2011
8 PM-Midnight

Please send your RSVP to Justine Griggs at jgriggs@holmesmurphy.com by May 20, 2011.

GENERAL INFORMATION

REGISTRATION POLICY

The registration fee includes all conference sessions, Wednesday and Thursday receptions, Thursday continental breakfast, Thursday lunch, Friday continental breakfast, and all scheduled refreshment breaks.

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 **May 10, 2011**. No telephone cancellations will be accepted. Refunds are available for registration fees only, and no refunds will be honored after **May 10**.

HOTEL ACCOMMODATIONS

The seminar will be held at the **Moody Gardens Hotel**, located at Seven Hope Boulevard in Galveston. To make reservations, please call the hotel toll free at 888-388-8484 and ask for the TMHRA Annual Conference room block. A rate of \$139 single/double per night is available until **MAY 4** or until the block is full. The hotel has graciously extended the group rate two days prior (Monday and Tuesday) and after (Friday and Saturday) the event, based on availability.

CONTINUING EDUCATION CREDIT

Elected officials can earn approximately 14.7 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 no longer provides handouts for speaker papers or printed materials of any kind. Instead, TMHRA will put all speaker papers on the TMHRA Web site at www.tmhra.org (under "Seminar Materials") for attendees to download in advance, if they so desire. No written materials will be provided at the seminar.

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 sessions, in the event the rooms are cool.**

QUESTIONS?

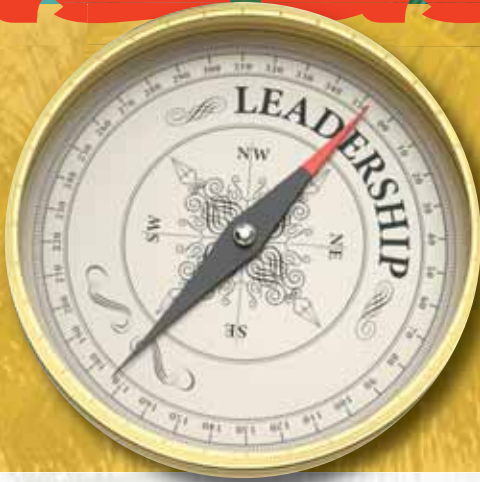
You may contact the TML Program Development Department in the following ways:

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

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Your registration will not be processed until payment is received.

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, Wednesday and Thursday receptions, Thursday continental breakfast, Thursday lunch, Friday continental breakfast, and all scheduled refreshment breaks.

*TMHRA Members		Non-TMHRA Members as of April 1, 2011	
Register online by May 10	\$ 50 _____	Register online by May 10	\$135 _____
Register by mail by May 10	\$ 75 _____	Register by mail by May 10	\$155 _____
Register after May 10	\$125 _____	Register after May 10	\$175 _____

*TMHRA membership must have been approved prior to April 1, 2011, in order to qualify for the member rate.

Is this your first time attending the TMHRA Annual Conference? _____

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

Guest Name(s): _____

Make check payable to: **Texas Municipal Human Resources Association** Total Cost \$ _____

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