



All sessions will be held in the Glacier Park Room at the Park Event Center.  
 All meals will be held in the Yosemite Park Room at the Park Event Center.

## Thursday, May 4, 2023

7:30 - 8:30 a.m.

### Registration & Continental Breakfast

8:30 - 9:15 a.m.

### MCHRMA Business Meeting HR Professional of the Year Presentation

9:15 - 10:45 a.m.

### Recruit to Win

**Presenter: Jeff Kortez, Human Asset Management LLC Founder**

Do you struggle to find talent in a candidate-driven market? Do you get frustrated trying to fill open positions? Do you wonder if there is a way to be successful in the war for talent? Jeff provides a "headhunter's" insight into how to build a comprehensive recruitment strategy. Through real-life stories and interactive participation, Jeff has created a program which helps participants understand how to build a recruitment strategy that includes how to sell their organization so they can systematically land candidates to fill their openings.

Jeff's unique insight will enable participants to leave the session with actionable steps to start building their recruitment strategy so that they are able to win in the war for talent.



10:45 - 11:00 a.m.

### Break

11:00 - 12:00 p.m.

### Legislative Update

**Presenter: Laura Elvebak, Blue Earth County**

12:00 - 12:45 p.m.

### Lunch

12:45 - 1:15 p.m.

### So What Suspicions are Reasonable?

**Presenter: Ann Goering, Attorney at Law  
 Ratwik, Roszak & Maloney**

When can an employer test for drug use? What drugs can you test for and when? This presentation will address reasonable suspicion testing under both state and federal law, as well as how to apply this standard in light of the recent changes to legal cannabis use.



1:15 - 2:15 p.m.

### Interviewing: Finding the Right Candidate

**Sonya Guggemos, MCIT Senior Staff Counsel for Risk Control**

Strategies and tips for guiding managers and interview teams towards a making a successful hire -- without encountering a lawsuit.



2:15 - 2:30 p.m.

### Break

2:30 – 3:00 p.m.

### **MCHRMA Round Table**

**Presenters: MCHRMA Executive Committee**

3:00 – 4:00 p.m.

### **It's a Post-Covid World and We are All Just Living in It:**

**Presenter: Ann Goering, Attorney at Law  
Ratwik, Roszak & Maloney**

Employees have great expectations and demands of employers, including highly flexible work schedules, working from home, and other perks that were rare a few years ago. Unions are asking (demanding?) to bargain over issues of inherent managerial rights. Employers are facing staffing shortages and are tempted to agree to things that may come back to haunt them in the long run. This presentation will discuss strategies to respond to these challenging and changing dynamics.



4:00 – 4:30 p.m.

### **Cross-County Collaboration & Training with MnCCC**

**Presenters: Lisa Meredith, Executive Director  
Amanda Beyer, Marketing Specialist**

Have you ever heard the phrase “If you have a question, someone else probably has it too...”? The Minnesota Counties Computer Cooperative brings public agencies together on a regular basis. Learn how our HR & Payroll user group can provide you with opportunities for cross-collaboration and training! Our training program lets you take advantage of many training topics in a variety of formats, from on-demand LinkedIn Learning licenses to hybrid, remote, or in-person workshops on various topics. So, whether you're looking to brush up your technical skills with classes on PDFs, Accessibility, or Excel or would like to polish your soft skills with classes in leadership, facilitation, or communications – MnCCC has something for you!



4:30 p.m.

### **Reception**

Snacks will be provided, and cash bar will be available.

### **Dinner on Your Own**

## Friday, May 5, 2023

8:00 a.m.

### **Breakfast Buffet**

8:30 - 9:30 a.m.

### **Stop Relying on Dead Data: Breathe Life into Your HR Metrics**

**Presenter: Calli Adamson Bakken, Wanido**

In HR, we are the gatekeepers for an overwhelming amount of data. The standard metrics we rely on are lagging indicators – failing to provide a meaningful path forward. Together, we'll discuss what a meta-analysis approach to HR metrics looks like and how to know you're on the right path.



9:30 – 10:15 a.m.

### **Break – Hotel Check-out**

10:15 – 11:15 a.m.

### **PERB Board and ULPs**

**Presenter: Susan Hansen, Attorney at Law  
Madden Galanter Hansen, LLP**

The upcoming July 1 refunding of the PERB Board will likely lead to additional Unfair Labor Practice charges being filed against public employers. Learn about developments in the Board, how this will impact your organization and what you need to do now to be ready for the potential filing of a ULP.



11:15 - 11:30 a.m.

### **Closing Remarks/Adjourn**