



## Thursday, May 6, 2021

1:00 – 1:15 p.m.

Welcome, MCHRMA President Lynn Hart

1:15 – 2:15 p.m.



**When to Do an Investigation & Who Should Do It?**

Presenter: Ann Goering, Ratwik, Roszak & Maloney, P.A.

Human Resource professionals are frequently in the position of deciding when to investigate an allegation of misconduct, including harassment, bullying, data breaches and other violations or suspected violations of law, rule or policy. When is that obligation triggered? What if you think you already know about the matter being complained of? When do you notify MCIT? Who should conduct the investigation? When do you have a conflict or find the issues are too sensitive to handle internally?

2:15 – 3:15 p.m.



**Peace Officer Discipline Procedures Act (PODPA)**

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

This session will bring you up to speed on everything you need to know to be in compliance with the Police Officer Discipline Procedures Act. If you discipline an officer and you have not complied with PODPA, expect a challenge to the discipline! A review of recent law enforcement discipline and termination cases will also give insight into current arbitration and litigation trends.

## Friday, May 7, 2021

9:00 – 9:15 a.m.

Welcome, President Lynn Hart

9:15 – 10:30 a.m.



### Workplace of the Future: Hybrid Workforce

Presenter: Michael Rossman, Hennepin County Chief Human Resources Officer

Hennepin County has been on a strategically designed journey to define, measure and improve the Employee Experience for the past three years. We've committed to a Total Rewards strategy for this work that will attract and retain top talent. Our work took on additional urgency with the pandemic and subsequent shift to remote work.

We are now working to redefine Hennepin County as a remote-first organization, where remote work is the default and is supported by leveraging technology to the fullest, focusing on service delivery innovation and continuous improvement, recognizing climate change action goals in our future workforce decisions, and providing supervisors and managers with tools to effectively lead remote teams.

We are currently working on revising our policies and HR rules in service of a progressive and comprehensive remote-first (telework) policy for the organization that will live well beyond the era of the pandemic. I will share philosophy statements, strategies, and definitions we've based this work upon, and share what the journey has been like so far.

10:30 – 11:00 a.m.

MCHRMA Business Meeting