



# 2023 Annual Training Conference Agenda

September 20 – 22, 2023

Shanty Creek Resort Lakeview Hotel & Conference Center - Bellaire, MI

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## "The Many Hats of HR Paired with the Helping HR Hands"

### Wednesday, September 20, 2023

- 8:00 a.m. Golf Outing at The Cedar River Course, Shanty Creek Resort
- 2:00 p.m. Conference Registration
- 2:45 p.m. President's Welcome
- 3:00 p.m. **What's your Active Shooter Survival Plan? Best Practice for Comprehensive Workplace Violation Prevention (OSHA, Secret Service & FBI Guidance)**  
Dr. Kenneth Wolf, CEO, The Incident Management Team
- 6:00 p.m. President's Reception
- 7:15 p.m. Fun and Food at the Dockside

### Thursday, September 21, 2023

- 8:00 a.m. Conference Registration  
MPELRA Buffet Breakfast
- 9:00 a.m. **Recruitment of Veterans**  
Joseph Saur, Employment Analyst, Michigan Veterans Affairs Agency (MVAA)  
State of Michigan
- 10:30 a.m. **Concurrent Sessions A and B (*choose one*):**
- Session A. ESG-Environmental, Social, and Governance\***  
Darlene King-Turner, Executive Director, Michigan Diversity Council
- Session B. Secure Act 2.0**  
Matt Martin, CFP®, Financial Advisor, Retirement Plan Advisors (RPA)
- 12:00 p.m. MPELRA Luncheon

\*New Topic & Speaker



## Thursday, September 21, 2023 *continued*

- 1:15 p.m.     **What Are You Doing Today with Random Drug Testing and Marijuana?**  
Clifford L. Hammond, Shareholder, Foster, Swift, Collins & Smith
- 2:45 p.m.     **Concurrent Sessions C and D (*choose one*):**
- Session C. Hot Takes on HR Employment Law – An Interactive Workshop**  
Ryan Fantuzzi, Attorney, Kirk, Huth, Lange & Badalamenti, PLC
- Session D. Data-Driven Strategic Planning for HR/Labor Relations**  
John Kaczor, Municipal Financial Strategist & Analyst, Municipal Analytics, and  
Charlie Francis, Government Finance Consultant
- 5:30 p.m.     Reception
- 6:30 p.m.     Banquet
- 8:00 p.m.     An Evening of Entertainment

## Friday, September 22, 2023

- 8:00 a.m.     Annual Business Meeting – Election of Officers, Annual Reports and MPELRA Buffet Breakfast
- 9:00 a.m.     **Complexities of Compensation Studies, Implementation, and the Strategies  
for Carrying Them Out**  
Andrew A. Esposito, Director of Operations and Shareholder, Clemans Nelson & Associates,  
Inc.
- 10:30 a.m.    **MERC Update**  
Sidney McBride, Bureau Director, Michigan Employment Relations Commission (MERC)
- 11:45 a.m.    Prize Drawing (*You must be present to win!*)
- 12 Noon      Adjourn