

Municipal Human Resources Association

Spring Meeting
April 25, 2024

Cooperative Conference Center
169 Laurelhurst Ave.
Columbia, SC 29210

8:00 – 9:00 a.m.

Registration

9:00 – 9:15 a.m.

**Welcome and
Announcements**

*President Hilary VanOrsdel, Human Resources
Director, City of Goose Creek*

9:15 – 10:15 a.m.

**The Role of Human Resources
in the Safety Culture**

*Bethany Pendley, Loss Control Manager,
Municipal Association of SC*

Establishing a culture of safety among your employees is vital to reducing your city's risk of liability. In many municipalities, the human resources staff also assume the risk management role. Pendley will share information about addressing risk management, and what you can do to keep your staff safe, even if you don't wear the risk manager hat.

10:15 – 10:30 a.m.

Break

10:30 – 11:30 a.m.

**Future-Ready HR: Unleashing
the Potential of Artificial
Intelligence**

*Robyn Knox, President and Founder,
The HR Business Connect, LLC*

Artificial intelligence, also known as AI, is an emerging technology that is gaining popularity in both the public and private sector. This session is an exhilarating, one-hour journey designed exclusively for South Carolina's municipal HR professionals.

Imagine transforming your HR operations using the magic of AI! This session isn't just about understanding AI — it's about sparking a revolution in your HR practices. Dive into a world where mundane tasks are automated, decisions are data-driven, and the HR landscape is as dynamic as the Palmetto State itself. In this power-packed hour, Knox will demystify AI, revealing how it's already reshaping HR in local governments. Attendees will get a sneak peek into futuristic AI tools, unravel ethical practices for AI implementation, and explore real-world scenarios where AI is making a real difference. Gear up for an inspiring session that promises to leave you with a toolkit of ideas and strategies, setting you on the path to becoming an AI-savvy HR leader.

11:30 a.m. – 12:45 p.m. **Networking Luncheon**

Attendees will hear from meeting sponsors during the luncheon

12:45 – 1:00 p.m.

Self-Care Break

1:00 – 2:00 p.m.

Managing Workplace Burnout

*Christina K. Isenhower, Corporate Consultant,
First Sun EAP*

Workplace burnout is real and consequential. It continues to increase, specifically in younger generations. Distinct from vicarious trauma and compassion fatigue, burnout is a sense of being overwhelmed and lacking purpose at work. This session will address the core causes, characteristics and sources of workplace burnout. It will also explore three types of burnout and strategies for managing them all.

2:00 – 2:15 p.m.

Break

2:15 – 3:00 p.m.

Alternative Staffing Options

*Deana Keever, Human Resources Director,
City of Rock Hill*

*Leonard Lowery, Human Resources Director,
Town of Kingstree*

*Hilary VanOrsdel, Human Resources Director,
City of Goose Creek*

Many cities and towns are going beyond the usual avenues to find ways to fill vacancies within their organization. Internships, apprenticeships, SC Vocational Rehabilitation, Goodwill and many others provide opportunities not only for those that want to work, but also for the cities that need to fill jobs. Hear from three cities that have found success with alternative options.

3:00 – 4:00 p.m.

Legal Updates

Chris Johnson, Partner, Bettis Law Group

Using alternative staffing to fill vacancies is a great option but can also be tricky to legally navigate. Johnson will address this, as well as other employment-related legal matters.

4:00 p.m.

Adjourn

Who We Are

The main objectives of the SC Municipal Human Resources Association are to promote sound personnel administration, encourage innovative programs, and provide information and the opportunity to exchange ideas. For more information, visit www.masc.sc (keyword: MHRA).

Contact Information

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Continuing Education Credit

MHRA has been approved as a Society for Human Resource Management Recertification Provider for the two-year term from April 1, 2023 – April 30, 2025. Information about submitting this meeting for credit from SHRM will be available in the meeting program.

Upcoming Meeting

Annual Meeting

November 13 – 15, 2024
Embassy Suites at Kingston Plantation, Myrtle Beach

Board of Directors

President

Hilary VanOrsdel
Human Resources Director
City of Goose Creek

First Vice President

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Human Resources Director
City of Conway

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Human Resources Director
City of Mauldin

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City of Anderson

Past President

Leonard Lowery
Human Resources Director
Town of Kingstree



Municipal Association
of South Carolina

1411 Gervais Street
PO Box 12109
Columbia, SC 29211
www.masc.sc

*The SC Municipal Human Resources Association is an
affiliate of the Municipal Association of SC.*

Registration Information

Online registration is available for the spring meeting. Save time and postage by logging on to www.masc.sc to register. Online registrations must be paid by Visa or MasterCard. Registration fees are \$90 for members and \$110 for nonmembers, and include meeting registration, educational materials and lunch. **The registration deadline is Thursday, April 18.**

Register online at www.masc.sc, or mail completed registration form and check made payable to the Municipal Association of SC to:

MASC
PO Box 12220
Columbia, SC 29211
ATTN: MHRA

Cancellations must be received by 5 p.m. on April 18.
Refunds will not be given after this date.

Conference attire is business casual. The session rooms may be cool, so you may want to bring a sweater or jacket.

For special needs requests, contact Lea Ann Mitchell at 803.933.1254 or lmitchell@masc.sc by April 18, and we will accommodate if possible.

MHRA Registration Form

Spring Meeting ♦ April 25, 2024

Name Badge Information

The following information will appear on your name badge for this meeting.

First name (example: Bill) Mr. Ms. Dr.

Full name (example: William J. Smith, Jr.)

Title New

Local government/business name

Birth month/day Last four digits of SSN

This combination of numbers is used as the official's personal identification number to access online services, simplify event registration and ensure proper recording of participation in Association training programs.

Local government/business name

Preferred mailing address New Type: Municipal Business

City/State Zip

Preferred phone New Type: Municipal Business Mobile

Email address New

For additional attendees, make a copy of this form.

Registration Fees

Member \$90

Nonmember \$110

Includes meeting registration, educational materials and lunch.