



**NATIONAL COMPENSATION ASSOCIATION OF STATE GOVERNMENTS**

**2016 ANNUAL CONFERENCE, OCTOBER 2-5**

**ORANGE BEACH, ALABAMA**

# Ride the Waves of Compensation

<b>SUNDAY, OCTOBER 2, 2016</b>	
4:00 pm – 6:00 pm	Pre-Registration Conference Center :: Lobby
5:00 pm – 7:00 pm	“Money Matters and Seaside Chatter” Hospitality Suite <i>Sponsored and Hosted by Kenning Consulting :: 10<sup>th</sup> Floor Penthouse</i>
7:00 pm	Dinner :: On Your Own
<b>MONDAY, OCTOBER 3, 2016</b>	
8:15 am – 9:00 am	Continental Breakfast :: Conference Center
9:00 am – 9:15 am	Conference Welcome <i>Ms. Jackie Graham, Director, State of Alabama Personnel Department</i>
9:15 am – 9:45 am	The History of Alabama According to Bubba <i>Mr. Lamar “Bubba” Woodham, Deputy Director, Alabama Department of Transportation</i>
9:45 am – 10:00 am	Break and Door Prizes
10:00 am – 11:00 am	Beyond the Watercooler: Social Media in the Workplace <i>Ms. Trisha Osuch, Attorney, Capell &amp; Howard, P.C.</i>
11:00 am – 12 noon	Succession Planning <i>Mr. Fitzgerald Washington, Secretary, Alabama Department of Labor</i>
12 noon – 1:15 pm	Lunch :: Conference Center
1:15 pm – 2:15 pm	Wellness Programs: Saving Money for the State and Employees <i>Ms. Tonya Campbell, Marketing Director, Alabama State Employees’ Insurance Board</i>
2:15 pm – 3:00 pm	Panel Discussion Targeted Funding, A Utah Governor’s Innovation Award Winner <ul style="list-style-type: none"> <li>• <i>Mr. Benn Buys, Director, Finance, Compensation &amp; Benefits, State of Utah Department of Human Resource Management</i></li> <li>• <i>Mr. Neville Kenning, President, Kenning Consulting</i></li> </ul>
3:00 pm – 3:15 pm	Break and Door Prizes

## MONDAY, OCTOBER 3, 2016 (CONT'D)

3:15 pm – 4:30 pm	State Reports <i>NCASG Members</i> <i>Five (5) minutes per State to highlight current compensation issues, plans, and/or developments.</i>
4:30 pm	Adjourn
5:00 pm – 6:00 pm	“Money Matters and Seaside Chatter” Hospitality Suite <i>Sponsored and Hosted by Kenning Consulting :: 10<sup>th</sup> Floor Penthouse</i>
6:00 pm	Dinner :: Flora-Bama Yacht Club Please meet in the Lobby. Transportation will be provided.

## TUESDAY, OCTOBER 4, 2016

8:15 am – 9:00 am	Continental Breakfast :: Conference Center
9:00 am – 9:45 am	“The Wolf of Wall Street vs. The Alabama Securities Commission” <i>Mr. Joe Borg, Director, Alabama Securities Commission</i>
9:45 am – 10:30 am	Panel Discussion Span of Control <ul style="list-style-type: none"><li>• <i>Mr. Neville Kenning, President, Kenning Consulting</i></li><li>• <i>Ms. Darby Forrester, Classification and Pay Manager, State of Alabama Personnel Department</i></li><li>• <i>Mr. Brent Hatcher, Personnel Manager, Alabama Department of Public Health</i></li></ul>
10:30 am – 10:45 am	Break and Door Prizes
10:45 am – 12 noon	State Reports (Continued)
12 noon – 1:15 pm	Lunch :: Conference Center
1:15 pm – 2:15 pm	Panel Discussion Wage and Hour Salary Threshold Increase <ul style="list-style-type: none"><li>• <i>Ms. Brandy Malatesta, Compensation Division Administrator, Louisiana Department of State Civil Service</i></li><li>• <i>Mr. Jake Smith, Director of Talent Management, Human Capital Management Division, Office of Management and Enterprise Services (OMES), State of Oklahoma</i></li><li>• <i>Ms. Alice Ann Byrne, Deputy Director, State of Alabama Personnel Department</i></li></ul>
2:15 pm – 2:30 pm	Break and Door Prizes

## TUESDAY, OCTOBER 4, 2016 (CONT'D)

2:30 pm – 4:30 pm	Review and Discussion 2016 NCASG Salary, Pay Practices and Benefits Surveys <ul style="list-style-type: none"><li>• <i>Mr. John Wiesman, Compensation Specialist, Division of Personnel Management, Wisconsin Department of Administration</i></li><li>• <i>Ms. Dana Denny, Compensation and Title Analyst, Office of Human Resources, University of Wisconsin</i></li><li>• <i>Ms. Amber Gorham, HR Consultant Specialist, Louisiana State Civil Service</i></li></ul>
4:30 pm	Adjourn
5:00 pm – 6:00 pm	“Money Matters and Seaside Chatter” Hospitality Suite <i>Sponsored and Hosted by Kenning Consulting :: 10<sup>th</sup> Floor Penthouse</i>
6:00 pm	Dinner :: Shrimp Boil at Alabama Gulf State Park <i>Sponsored by Volkert :: Park Pavilion</i> Please meet in the Lobby. Transportation will be provided.

## WEDNESDAY, OCTOBER 5, 2016

8:30 am – 9:00 am	Survey Committee Meetings :: Conference Center
9:00 am – 9:30 am	Breakfast Buffet
9:30 am – 10:30 am	NCASG Business Meeting
10:30 am	Adjourn. See everyone next year in Oregon!



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