



## From Tightropes to Teamwork: Mastering the HR/LR High Wire

February 1- 3, 2026, Hilton Polaris

\*Additional details will be available in January\*

### Sunday, February 1, 2026

- 2:00 – 5:00 PM Registration
- 4:00 – 5:30 PM Pre-Conference Workshop, ***Understanding AI in the Public Sector***  
Dr. Bob Bickmeier, PRADCO
- 6:00 – 8:30 PM Opening Reception & Dinner, Hilton Polaris Ballroom

### Monday, February 2, 2026

- 8:00 – 9:00 AM Registration/Continental Breakfast
- 9:00 – 9:30 AM Opening Remarks
- 9:30 – 10:30 AM Opening Session – **Presence with Impact**, Paris Lampkins, PRADCO
- 10:30 – 10:45 AM Break
- 10:45 – 12:00 PM Plenary Session – **Legal Update**, Marc Fishel, Esq., & David Moser, Esq., Fishel, Downey, Albrecht & Riepenhoff
- 12:00 – 1:00 PM Lunch & First Timers Lunch
- 1:00 – 2:00 PM Concurrent Sessions
- **Labor Relations 101: Step Right Up** Clemans Nelson Inc.
  - **Just Cause: Presenting the Case**, Alex Ewing Esq., Frost Brown Todd
  - **Communicating Like a Boss**, Brad Bennett, Esq., Bricker Graydon
  - **Step Right Up: Driving Better Benefits – From Benchmarking to Bargaining**, Justin Wiedle, CPA, McGohan Brabender
- 2:00 – 2:15 PM Break
- 2:15 – 3:15 PM Concurrent Sessions
- **Labor Relations 201: The Employer/Union Relationship** Clemans Nelson Inc.
  - **Civility & Respect: Building a Culture Where it's Safe to Speak**, Valarie Nash, CLRP, 821 Consulting LLC
  - **Pre-Employment Best Practices**, Scott DeHart, Esq., Zashin & Rich
  - **Benefits 101: What to Ask Your Broker & Basic Terminology**, Michelle Znidarsic, NFP & Cyndie Schepis, Gallagher

3:15 -3:30 PM	Break
3:30 – 4:30 PM	<u>Concurrent Sessions</u> <ul style="list-style-type: none"> <li>▪ <b>Beyond the Midway: Turning Conference Buzz into Real Connection</b>, Courtney Lower &amp; Kristen Treadway, OHPELRA Board of Directors</li> <li>▪ <b>Benefits 201: Next-Level Terminology &amp; Concepts</b>, Michelle Znidarsic, NFP &amp; Cyndie Schepis, Gallagher</li> <li>▪ <b>Best Practices in Public Safety Discipline</b>, Scott DeHart, Esq., Zashin &amp; Rich</li> <li>▪ <b>Employee Free Expression, the First Amendment, &amp; Social Media</b>, Douglas Duckett, Esq., Duckett Law Firm</li> </ul>
4:30 - 6:00 PM	Networking Reception

## **Tuesday, February 3, 2026**

8:00 – 8:30 AM	Registration/Continental Breakfast
8:30 – 9:00 AM	Annual Business Meeting
9:00 – 10:15 AM	<u>Concurrent Sessions</u> <ul style="list-style-type: none"> <li>▪ <b>Designing Defensible Pay Plans: Aligning Market Data, Equity, &amp; Costing for Ohio Agencies</b>, Derek Lee, TrueComp &amp; Igor Shegolv, CPS HR</li> <li>▪ <b>Leave Management: Move from Passive Participation to Active Management</b>, Catherine Burgett, Esq., Frost Brown Todd</li> <li>▪ <b>Conducting Difficult Conversations</b>, Julie LaSusa &amp; Kristin Carpenter, Columbus State Community College</li> </ul>
10:15 -10:30 AM	Break
10:30 – 11:45 AM	<u>Concurrent Sessions</u> <ul style="list-style-type: none"> <li>▪ <b>Labor Relations 301: The Ringmaster's Masterclass</b>, Clemans Nelson Inc.</li> <li>▪ <b>Keeping Accountability Center Stage: When Coaching and Conversations Don't Land</b>, Jenni Edwards, Esq., Porter Wright</li> <li>▪ <b>Public Sector Hiring Needs</b>, Emily Willis, NeoGov</li> </ul>
11:45 – 12:45 PM	Debra A. Jackson Memorial Luncheon & Awards
12:45 – 1:45 PM	Plenary Session – <b>From Onboarding to Offboarding: The Employee Experience Revolution</b> , Barb Utrup, Columbus State Community College
1:45 – 2:00 PM	Break
2:00 – 3:00 PM	Closing Session – <b>Navigating Political Turbulence: A Leader's Strategic Role in Workplace Stability</b> , Benjamin McCall, Focus Consulting
3:00 – 3:15 PM	Closing Remarks