



# AGENDA

**JANUARY 24-26, 2020**  
**MADISON HILTON HOTEL**  
**WASHINGTON, DC**

A meeting for state government HR Directors and senior staff to discuss top issues affecting the state government workforce.

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# NASPE MID-YEAR MEETING AGENDA

## Friday, January 24

1:00 pm – 3:00 pm <i>Constitution B</i>	NASPE Executive Committee Meeting
3:00 pm – 5:30 pm <i>Constitution Foyer</i>	Meeting Registration
4:00 pm – 5:00 pm <i>Constitution A</i>	Corporate Membership Council Meeting For corporate members only
5:30 pm – 7:00 pm <i>Hamilton</i>	<b>Welcome Reception</b> All attendees welcomed and encouraged to attend.
	Dinner on your own

## Saturday, January 25

7:30 am – 8:30 am <i>Montpelier Foyer</i>	Meeting Registration
7:45 am – 8:30 am <i>Constitution A</i>	<b>Networking Breakfast</b> Enjoy coffee, conversation and breakfast with fellow attendees prior to the official kick-off of the 2020 Mid-Year Meeting.
8:30 am – 8:35 am <i>Montpelier</i>	<b>Mid-Year Meeting Opening and Welcome</b> <i>Presiding: NASPE President Byron Decoteau, Louisiana</i>
8:35 am – 9:50 am <i>Montpelier</i>	<b>States' Top 3 Issues</b> Each participating state will have 2-3 minutes to cover its top HR issues, successes and/or lessons learned. <i>Facilitators: NASPE President Byron Decoteau, Louisiana and NASPE Vice President Franklin Plaistowe, Washington</i>
9:50 am – 10:00 am	Break
10:00 am – 11:00 am <i>Montpelier</i>	<b>State Government Budget Forecast</b> NASBO shares the state government budget forecast for the coming year – looking at how states have fared, where they are headed and how the federal budget will impact the states and their workforces. <i>Speaker: Brian Sigriz, Director of State Fiscal Studies, National Association of State Budget Officers</i>

## Saturday, January 25 (continued)

11:00 am – 11:10 am	Break
11:10 am – 12:00 pm <i>Montpelier</i>	<b>HR Architecture Survey Results</b> Results will be in from the first section of the NASPE HR Architecture Survey. Experienced government management advisors Barrett and Greene will share an analysis of the data – how states are delivering their HR services, state employment trends, salary data and more. <i>Speakers: NASPE Advisors Katherine Barrett &amp; Richard Greene, Principals, Barrett &amp; Greene</i>
12:00 pm – 12:45 pm <i>Constitution A</i>	<b>Lunch</b>
12:45 pm – 1:00 pm <i>Montpelier</i>	<b>NASPE Business Meeting</b> Join us for the opportunity to conduct official NASPE business and get updates on all the association news. <i>Presiding: NASPE President Byron Decoteau, Louisiana</i>
<b>Remainder of the meeting for state government attendees only</b>	
1:10 pm – 1:30 pm <i>Montpelier</i>	<b>NASCA Research Project</b> NASPE values its relationships with sister associations such as the National Association of State Chief Administrators. Building upon work from our 2019 collaboration Job One: Reimagine Today’s State Government Workforce, NASCA Deputy Director Jamie Rodgers and corporate partners from Accenture and NEOGOV will explain their next project and discuss NASPE’s potential involvement.
1:30 pm – 2:15 pm <i>Montpelier</i>	<b>HR Architecture Survey Part II: Trends</b> During this session, attendees will spend time reviewing and responding to the next section of the HR Architecture Survey. We’ll share the survey instrument and have some discussion about how states will be utilizing their resources and their plans for recruiting, retaining and managing the workforce of the future. <i>Facilitator: NASPE President Byron Decoteau, Louisiana</i>
2:15 pm – 2:30 pm	Break
2:30 pm – 5:00 pm <i>Montpelier</i>	<b>HR Directors Forum Roundtable</b> During this closed-door session, state government members will discuss current challenges in state government HR and ideas and strategies for moving forward. Expect to participate in discussion on top issues such as employer branding, recruitment, retention, engagement, performance management, diversity and inclusion, and employee healthcare strategies. <i>Facilitator: NASPE Vice President Franklin Plaistowe, Washington</i>

## Saturday, January 25 (continued)

5:15 pm – 6:15 pm <i>Hamilton</i>	<b>Reception</b> Enjoy light hors d'oeuvres and beverages while networking with your colleagues.
	<b>Dinner on your own</b>

## Sunday, January 26

8:00 am – 9:00 am <i>Montpelier</i>	<b>Breakfast</b>
8:00 am – 9:00 am <i>Montpelier</i>	<b>Union Issues Discussion (and Breakfast)</b> Attendees who work in states with primarily unionized workforces have additional issues and considerations in their daily responsibilities. These members will have the opportunity to discuss issues (such as the Janus decision implications) specific to union environments. Attendees who work in states that do not have unionized workforces are also welcome to attend. <i>Facilitator: Kate Sheehan, Alaska</i>
9:00 am – 9:30 am <i>Montpelier</i>	<b>Military Spouse Transition Network</b> Military spouses change duty stations, moving across the country, about every three years. This has a major impact on their careers and their ability to provide financial support to their family. The result is that most working military spouses are forced to take jobs without long-term career options. Hear about a proposal, through NASPE, to develop a state-to-state military spouse transition network to help military spouses currently working in state government identify job leads in the state they will be moving. <i>Speakers: Michaela Doelman, Assistant Director, Workforce Services and Development Division, Washington Department of Enterprise Services Franklin Plaistowe, Assistant Director State Human Resources, Washington Office of Financial Management</i>
9:30 am – 9:45 am <i>Montpelier</i>	<b>Annual Meeting Planning Session</b> Have ideas for speakers, topics or session formats? Now is the time to share as we begin planning our 2020 Annual Meeting scheduled for July in Boston. <i>Facilitator: NASPE Vice President Franklin Plaistowe, Washington</i>

**Sunday, January 26 (continued)**

<p>9:45 am – 10:45 am <i>Montpelier</i></p>	<p><b>HR Directors Forum Roundtable</b></p> <p>Didn't have enough time on Saturday to get your questions or issues addressed? This is the time to ask and connect with states have tackled your top issues.</p> <p><i>Facilitator: NASPE President Byron Decoteau, Louisiana</i></p>
<p>10:45 am – 11:00 am <i>Montpelier</i></p>	<p><b>2020 Mid-Year Meeting Wrap Up/Meeting Adjourns</b></p>