



81st Annual FPHRA

Pre- Conference Schedule At A Glance



Friday - July 28, 2017

5:00 pm - 7:00 pm Registration

Saturday - July 29, 2017

7:00 am - 8:00 am Registration

Foundations of HR

Master's Program

7:30 am - 8:00 am	Continental Breakfast	Continental Breakfast	Continental Breakfast
8:00 am - 8:15 am	Welcome and Overview of FPHRA Certification and Recertification	Welcome and Overview of FPHRA Certification and Recertification	Welcome and Overview of FPHRA Certification and Recertification
8:15 am - 9:45 am	Public Records Review Pat Gleason, Office of the Attorney General	Personal Accountability Robert Carrow, Carrow Group International	Every HR Manager a Security Manager Phil Rosenberg, The HR Doctor
9:45 am - 10:00 am	Break and Refreshments	Break and Refreshments	Break and Refreshments
10:00 am - 11:30 pm	Collective Bargaining Jeff Mandel, Fisher Phillips	Personal Accountability Robert Carrow, Carrow Group International	Retirement Plan Basics: An In-depth Look at Early Distribution Penalties Lowell Walters, Gray Robinson
11:30 pm - 12:30 pm	Lunch Provided	Lunch Provided	Lunch Provided
12:30 pm - 2:00 pm	Best Practices for FMLA Richard Blystone, Garganese, Weiss, & D'Agresta, P.A.	Personal Accountability Robert Carrow, Carrow Group International	First Impressions Matter! What Impression is your recruiting and onboarding process giving to potential Employees - Steve Franks, Civic Plus
2:00 pm - 2:15 pm	Break and Refreshments	Break and Refreshments	Break and Refreshments
2:15 pm - 3:30 pm	Behavioral Interviewing/Hiring Steven Rosenthal, The Training Tree	Personal Accountability Robert Carrow, Carrow Group International	Fiduciary Responsibilities under ERISA Kevin O'Fee, Edward Jones
3:30 pm - 3:45 pm	Break and Refreshments	Break and Refreshments	Break and Refreshments
3:45 pm - 5:00 pm	Compensation Jeff Ling, Evergreen Solutions	Personal Accountability Robert Carrow, Carrow Group International	Pay and Classification Study Best Practices Fred Fosson, City of Sanford

Sunday - July 30, 2017

Foundations of HR

Master's Program

7:30 am - 8:00 am	Continental Breakfast	Continental Breakfast	Continental Breakfast
8:00 am - 9:15 am	Investigations/Discipline Joyce Chastain, Krizner Group	Professional and Personal Development David Alba	Privacy rights in the Public Workplace Sacha Dyson, Thompson, Sizemore, Gonzalez & Hearings, P.A.
9:15 am - 9:30 am	Break and Refreshments	Break and Refreshments	Break and Refreshments
9:30 am - 10:45 am	EEOC Meg Zabijaka, Constangy Brooks, Smith & Prophete, LLP	Professional and Personal Development David Alba	Workers Comp Legislative Update Florida League of Cities
10:45 am - 11:00 am	Break and Refreshments	Break and Refreshments	Break and Refreshments
11:00 am - 12:30 pm	FLSA Bill Grob, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	Professional and Personal Development David Alba	Benefits Topic TBD Christian Bergstrom, Gehring Group

Enjoy the rest of your day!

12:00 pm - 5:00 pm Conference Registration and Information Desk open

5:00 pm - 6:30 pm First-Time Attendees Reception (By-Invitation) Bonnet Creek Ballroom

6:30 pm - 7:30 pm Welcome Reception (For All FPHRA Members) Bonnet Creek Ballroom

****Draft copy, subject to change**