The National Compensation Association of State Governments

2024 Annual Conference Agenda

Sunday, September 29

Time	Event
5:00-7:00	Networking in the Hospitality Suite—*Sponsored by Deloitte*

Monday, September 30

Time	Topic	Speaker(s)
7:00-9:00	Check-in: outside University Room – 2nd floor	
7:30-8:30	Breakfast – Assembly Room-1st floor	
8:30-9:00	Welcome and Opening Ceremony University Room – 2nd floor	Jen Flogel – DPM Administrator Paul Christianson – NCASG President
9:00-9:45	Keynote: Beyond Buzzwords, Jargon, and Slogans: Crafting an Actionable, Impactful Compensation Strategy	Heather Kennedy - Owner of Sparq Consulting
9:45-10:30 Session 1	Securing Tomorrow: Designing a Robust Retirement System and Aligning Public Employee Pensions with Industry and Market Trends	Sara Chander – Chief of Staff & Strategy for State of Wisconsin Investment Board
10:30-10:45	Break	
10:45-12:00 Session 2	Equity in Classification and Compensation: What is it and why does it matter?	TL Cox – Vice President of Segal Mike Verdoorn – Vice President of Segal ***Silver Sponsor***
12:00-1:00	Lunch *Sponsored by EarnIn*	
1:00-2:15 Session 3	Labor Market in the Nation and the impact of AI on occupations: Focus on the Economic Trending	Dennis Winters – Chief Economist with the Wisconsin Department of Workforce Development
2:15-2:30	Break *Sponsored by Segal*	
2:30-3:45 Session 4	(Workshop) Leading Up, Down, and Across: Essential Leadership Skills for Compensation Professionals.	Heather Kennedy - Owner of Sparq Consulting Rachel Martin – Director of WI Bureau of Classification & Compensation
3:45-4:30 Session 5	Reimagining Talent Acquisition and Retention in the New World of Work: From Job Classification to Job Architecture	Bob Lavigna – Senior Fellow, Public Sector for UKG Angela Bailey – Vice President, Compensation Consulting for Salary.com Garry Straker – Vice President, Compensation Consulting for Salary.com ***Platinum Sponsor***
4:30-4:45	Introduction Night Activity	Rachel Martin
5:30-9:00	The Wisconsin Supper Club Experience	Sponsored by Deloitte, UKG and Salary.com

Tuesday, October 1

Time	Topic	Speaker(s)
7:30-8:30	Breakfast	
8:30-8:45	Welcome and Recap	Donna Bente, DPM Deputy Administrator
8:45-9:30	State Reports	John Wiesman
9:30-10:45 Session 6	Effective Poverty Equity Strategies for Human Resources: Understanding the difference between the middle class and poverty is critical to an effective equity strategy when recruiting and retaining employees	Dr. Chad Dull – Principal Consultant/CEO of Poverty Informed Practice LLC
10:45-11:00	Break	
11:00-12:00	State Reports/Awards	John Wiesman & Paul Christianson
12:00-1:00	Lunch *Sponsored by Workday*	
1:00-1:45 Session 7	Technology Meets People: Change Management Lessons Learned from Cloud Modernizations Panelists include: Steven Ainger (IA) and Deanna Ferron (OK)	Laura Crane – Midwest Accountant Director: State Government with Workday James Harris III - Senior Manager within Workday's Strategy and Value Consulting Practice ***Gold Sponsor***
1:45-2:45 Session 8	Salary, Benefits, and Pay Practices & Structures Survey Results	Steven Ainger (IA), Lynn Hart (ND), Toni Gillis (DE)
2:45-3:00	Break *Sponsored by Payscale*	
3:00-4:15 Session 9	(Workshop) The Future Role of Technology and AI in Government HR Operations	Devon Lane - Human Capital Senior Manager at Deloitte Consulting Maddison Zigtema – Senior Manager at Deloitte Consulting ***Diamond Sponsor***
4:15-5:00	State Reports and Closing Session	John Wiesman & Rachel Martin
Dinner	On Your Own	

Wednesday, October 2

Time	Topic	Speaker(s)
7:30-8:30	Breakfast	
8:30-10:00	Business meeting	Paul Christianson – NCASG President

Keynote: Beyond Buzzwords, Jargon, and Slogans: Crafting an Actionable, Impactful Compensation Strategy

Most compelling story about the topic: Strategy. To quote Inigo Montoya from The Princess Bride: "You keep using that word. I do not think it means what you think it means." Often, people use the word strategy to refer to tactics, approaches, goals, vision statements, or aspirations. Strategy, when well-developed and well executed, can focus and propel your team and your organization forward.

In this keynote, we will explore what strategy is and what strategy is not. We'll provide a framework to help you leverage the remaining conference sessions to begin crafting a compensation strategy that addresses your state's needs by focusing on the kernel of good strategy. Get ready to put pen to paper. This is a working keynote.

Session 1: Securing Tomorrow: Designing a Robust Retirement System and Aligning Public Employee Pensions with Industry and Market Trends

A well-designed and capably-managed defined benefit pension plan can be a critical piece of an overall compensation and benefit structure. But faith in the traditional defined benefit pension plan has suffered in recent decades, eroding its perceived value to public employees. The Wisconsin Retirement System is a model for how to build a robust plan that is attractive to employees and a pillar of the state's economy. And with a strong foundation, the System is well-positioned to respond to the emerging trends in both financial markets and the broader retirement ecosystem.

Session 2: Equity in Classification and Compensation: What is it and why does it matter?

Equity is becoming increasingly more prevalent in all aspects of our daily lives. Its long-standing impact on human resources, and specifically classification and compensation system administration, has arguably never been more visible. When thinking about DEI, employers will want to be sure they're not forgetting about the "E". This session will define different types of pay equity, explain how today's environment exacerbates employer and employee decisions, and provide a variety of national case studies, recommendations, and perspectives.

Session 3: Labor Market in the Nation and the impact of AI on occupations: Focus on the Economic Trending

AI is changing the workforce in unprecedented ways. This session will review the current economic outlook, the challenge facing employers, solutions to the worker quantity challenge, and how automation and AI impacts the workforce.

Session 4: Leading Up, Down, and Across: Essential Leadership Skills for Compensation Professionals.

Transition seamlessly from a compensation expert to a versatile team leader with the ability to navigate between technical expertise and broader leadership responsibilities. This session will help you hone your interpersonal skills and business acumen, enabling you to become a more effective business partner and leader. Explore the art of leading in every direction across the organization in this interactive session.

Session 5: Reimagining Talent Acquisition and Retention in the New World of Work: From Job Classification to Job Architecture

The world of work has undergone a seismic shift, driven by changing employee expectations, technological advancements, and economic fluctuations. As a result, organizations, including in state government, are challenged to attract and retain talent. In this session, we will describe the characteristics of our new world of work and how the traditional job classification system has become outdated in today's dynamic environment. We will explore the concept of job architecture, a more strategic approach that aligns jobs with organizational goals and competencies.

Session 6: Effective Poverty Equity Strategies for Human Resources: Understanding the difference between the middle class and poverty is critical to an effective equity strategy when recruiting and retaining employees

Understanding the pace, priority, and perspectives of the different social classes when assessing equitable pay parameters can impact recruitment and retention strategies. Using the Poverty Informed Practice to bring a more humanistic approach to compensation strategies can have a significant impact on outcomes.

Session 7: Technology Meets People: Change Management Lessons Learned from Cloud Modernizations

Join Workday and State guests in a discussion on modernizing HR Total Rewards practices – planning, best practices and lessons learned.

Session 8: Salary, Benefits, and Pay Practices & Structures Survey Results

The coordinators for these three surveys will summarize this year's process and participants, and provide an overview of the results, and perhaps recommend modifications for future surveys.

Session 9: The Future Role of Technology and AI in Government HR Operations

AI is transforming how work gets done and the skills employees need to drive productivity, progress, and innovation. We will discuss how AI and other technology can help state government become more efficient by improving their products and services, automating repetitive tasks, and creating new and innovative customer experiences. We will also focus specifically on how AI can help ease the burden of certain classification and compensation tasks, such as writing new and updating existing job descriptions.