NORTHSTAR COMPCON

CONFERENCE AGENDA

SUNDAY, OCT 4

5-7 p.m. | Check-in and Welcome Reception at CRAVE, Mall of America, 3rd floor

MONDAY, OCT 5

7:30-8:30 a.m. | Check-in outside Parkview Meeting and Event Center Mall of America

7:30-8:30 a.m. | Breakfast (Sponsored by Holly)

8:30-9 a.m. | Welcome and Flag Ceremony

- Bloomington VFW – Color Guard
- Paul Christianson – Host State Representative (Minnesota)
- Patrick Wenum – Emcee (Minnesota)
- Danelle Harsin – NCASG President (Kansas)

9-9:45 a.m. | Keynote

General Economic Conditions

Erick Garcia Luna – Federal Reserve Bank of Minneapolis, Director of Regional Outreach

9:45-10:15 a.m. | State Reports

10:15-10:30 a.m. | Break

10:30-11:15 a.m. | Session 1

Defending Bureaucracy: Safeguarding Good Government in the Midst of Chaos and Crisis

Dori Leland – State of Minnesota, Minnesota Management and Budget, Workforce Development Director

NCASG

National Compensation Association of State Governments

MONDAY, OCT 5

11:15 a.m. - Noon | Session 2

From Policy to Paycheck: Translating Legislative Change into a Modern Compensation Strategy for a State Agency

Gallagher Vendor Presentation (Sponsored by Gallagher)

Noon - 1:30 p.m. | Lunch (Sponsored by Gallagher)

1:30-2:20 p.m. | Session 3

Joint Presentation Panel: Is it really all about the base? Differentials, incentives, and other supplemental pay

- Angela Garrity (Host, Minnesota)
- Felicia Bridges (North Carolina)
- Paul Christianson (Minnesota)
- Meghan Connor (Wyoming)
- Kevin Cronen (North Dakota)
- Matthew Karpovich (New York)

2:20-2:35 p.m. | Snack Break (Sponsored by Blue Cross Blue Shield Minnesota)

2:35-3:50 p.m. | Session 4

Panel Discussion: Classifications and Job Evaluations

- Christine Overfors (Host, Minnesota)
- Steve Ainger (Iowa)
- Wendy Mays (West Virginia)
- Kim Franek (Minnesota)

3:50-4 p.m. | Introduction to Night Activity

4:45 p.m. - TBD | Activity and Dinner: Minnesota State Capitol Tour and Riverside Dinner at City House

TUESDAY, OCT 6

8-8:45 a.m. | Breakfast (Sponsored by Segal) Parkview Meeting and Event Center Mall of America

8:45-9 a.m. | Welcome and Recap

9-10 a.m. | Keynote

The Price of Public Service: A Labor Economist's View on Competitive Pay

Dr. Alan Benson – University of Minnesota's Carlson School of Management, Professor, Work and Organizations Group

10-10:30 a.m. | State Reports

10:30-11 a.m. | Break/Flextime

11 a.m. - Noon | Session 5

Panel Discussion: Artificial Intelligence and Compensation

- Jackie VanOverbeke (Host, Minnesota)
- Andrew Koncinsky (Segal)
- Michael Waddington (Workday)
- Charley Toomey (Pennsylvania)
- Lara Tai (Texas)
- Derek Hughes (Minnesota)

Noon - 1 p.m. | Lunch (Sponsored by Workday) and NCASG Themes Presentation

1-2 p.m. | Survey Results: Salary, Benefits, and Pay Practices and Structures

- Steven Ainger (Iowa)
- Kevin Cronen (North Dakota)
- Crystal Smith (Delaware)

TUESDAY, OCT 6

2-2:30 p.m. | State Reports

2:30-2:45 p.m. | Snack Break (Sponsored by Payscale)

2:45-3 p.m. | Awards

3-3:30 p.m. | State Reports

3:30-4:30 p.m. | Session 6

Diamond or Cubic Zirconia: The many dimensions affecting labor market data quality and the potential for AI enhancement

John Wiesman (Wisconsin)

4:30 p.m. | Conference wrap up, outstanding issues and dinner on your own

WEDNESDAY, OCT 7

7:30-9 a.m. | Breakfast at FireLake Grill House, Radisson Blu

8:30-10:30 a.m. | Business Meeting for Member States Only

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workday.

Workday is the AI platform that helps State governments manage their most important assets: people and budgets. With AI at the core, Workday gives compensation and classification leaders real-time insights and intelligent workflows to modernize job frameworks, support pay equity, and align workforce costs with legislative and budget priorities. States and State agencies across the country rely on Workday to improve transparency, strengthen compliance, and enhance the experience for HR, managers, and employees. Learn more at **workday.com**

Payscale

Payscale is the original compensation innovator for organizations who want to scale their business with pay and transform their largest investment into their greatest advantage. With decades of innovation in sourcing reputable data and developing AI-powered tools, Payscale delivers actionable insights that turn pay from a cost to a catalyst. Its suite of solutions — Payfactors, Marketpay, and Paycycle — empower top companies in the U.S. and businesses like Cintas, ZoomInfo, Chipotle, Brookdale Senior Living, Ohio State University, American Airlines, and TJX Companies.

BlueCross BlueShield Minnesota

For more than 90 years, Blue Cross and Blue Shield of Minnesota (**Bluecrossmn.com**) has supported our members by ensuring access to high quality care at an affordable price. Our nearly 3 million members can be found in every Minnesota county, all 50 states and on four continents. Blue Cross and Blue Shield of Minnesota is an independent licensee of the Blue Cross and Blue Shield Association.

Holly

Holly is on a mission to empower the public sector with the workforce it deserves. Our dream is a future where public sector HR professionals can focus on serving people, not managing paperwork and where governments are fully staffed and well-equipped with the best talent in the workforce. Our AI-powered classification, compensation, and labor relations platform works to do just that, ensuring local government HR teams stay competitive in talent markets and are able to lead effective, data-informed negotiations. Founded by Brendan Hellweg and Cherie Chung in 2024, Holly was built by people who know the public sector inside-and-out, from first-hand experience and thousands (and counting!) of conversations.

Gallagher

Gallagher's Talent Business Line maximizes the engagement of your people and the performance of your organization. Through data-informed analysis and insights, our global digital and consulting solutions help you achieve the business outcomes that matter most to you.

Segal

Segal is a leading, independent firm of benefits, compensation and human resources consultants. Headquartered in New York, Segal has more than 1,000 employees throughout the U.S. and Canada. Clients include federal agencies, state and local governments, corporations, non-profit organizations, professional service firms and joint boards of trustees administering pension and health and welfare plans under the Taft-Hartley Act.

For more than 80 years, Segal consultants have developed cutting-edge total reward approaches that provide quality healthcare, secure retirement and competitive compensation programs for public employees. We also help employers and other plan sponsors develop efficient and secure administration systems and procedures. Additionally, we offer insurance brokerage services, award-winning employee communications through Segal Benz and investment solutions through Segal Marco Advisors, Inc.