



Municipal Human Resources Association

Annual Meeting
November 11 – 13, 2026

Embassy Suites, Charleston Harbor | 100 Ferry Wharf Road, Mount Pleasant

Wednesday, November 11

Noon – 5:00 p.m. **Registration**

3:00 – 3:15 p.m. **Welcome**

*President Mark Putnam, Human Resources Director,
City of Mauldin*

3:15 – 4:00 p.m. **How to Spot and Prevent
Occupational Burnout**

Dr. Laura Bryan, LMFT, CEAP, MYgroup

Explore the individual and organizational impacts of burnout, as well as actionable steps to prevent burnout. This session will explore the causes of individual burnout and ways to support individual resiliency, identify the quantifiable costs of occupational burnout, take a deeper dive into the core drivers of occupational burnout, and review and discuss actionable solutions that can be taken to minimize and prevent occupational burnout.

4:00 – 4:15 p.m. **Break**

4:15 – 5:00 p.m. **AI and Healthcare: Helping
Employees Make Informed
Care Decisions**

Nicole Semeraro, Founder and CEO, Karias Health

Learn how AI-powered healthcare tools can help employees make more informed decisions about where to seek care. This session will highlight Karias Health's app, which uses AI to help employees determine whether their symptoms may warrant a visit to the emergency room, urgent care or another level of care.

5:00 – 6:00 p.m. **Exhibitor Showcase and
Reception**

Exhibits of products and services of interest to human resources managers and staff will be on display. Light hors d'oeuvres will be served.

Thursday, November 12

8:00 a.m. – noon **Registration Open**

8:00 – 8:45 a.m. **Coffee With Exhibitors**

8:45 – 9:00 a.m. **Exhibitor Introductions**

9:00 – 10:00 a.m. **Know Your Rights Equal
Opportunity in South
Carolina**

*Robert Snipes, Community Relations and Outreach
Director, South Carolina Human Affairs Commission*

The South Carolina Human Affairs Commission will provide an overview of state and federal laws that protect individuals from discrimination in employment, housing, and public accommodations. Participants will learn about protected classes, how to identify unlawful discrimination, employer responsibilities, best practices and the process for filing a discrimination complaint.

10:00 – 10:15 a.m. **Break**



10:15 – 11:00 a.m.

**Compliance 101: Transitioning
From Private Sector to
Local Government HR**

*Jasmine Herbert, Fractional HR Consultant,
Operational Business Partner, HR Compliance Partners*

Whether you're new to local government or looking for a refresher, this session will provide an overview of the key compliance requirements that make municipal HR different from the private sector. Learn about job posting requirements, required reports, Department of Labor regulations, the Fair Labor Standards Act, and other important compliance considerations to help you confidently navigate HR in local government.

11:00 – 11:15 a.m.

Break

11:15 a.m. – noon

**From the Field to the Workplace:
Leadership Lessons from Football**

Connor Shaw, Health and Welfare Consulting, Gallagher

Former University of South Carolina and NFL quarterback Connor Shaw brings a unique perspective on leadership, teamwork, communication, and personal growth. Drawing on his experience as a record-setting quarterback, Shaw will share how the lessons learned on the football field can translate into the workplace. Now serving as an area vice president with Arthur J. Gallagher & Co., he applies these principles to employee benefits, organizational wellness, and corporate leadership, offering practical insights for building stronger teams and more effective organizations.

Noon – 1:00 p.m.

Networking Luncheon

1:00 – 2:30 p.m.

**Communications That
Connect: Engaging Employees,
Residents and the Community**

*Beth Brotherton, Communications and Neighborhoods
Outreach Director, City of Greenville*

*Adam Kelly, Marketing Manager,
City of Goose Creek*

*Chris Markowski, Public Information Officer,
Town of Summerville*

Explore how municipalities are using communications, storytelling and social media to engage employees and residents, build community connections and support organizational goals. Panelists will share practical strategies, real-world examples, lessons learned and short video highlights showcasing successful communications initiatives.

2:30 – 2:45 p.m.

Break

2:45 – 3:30 p.m.

**Partnering with Municipal
Leadership: Strengthening the
HR Relationship**

*Desirée Fragoso, Field Service Manager,
Municipal Association of SC*

A strong partnership between HR and municipal leadership is essential to organizational success. This session will explore the perspectives and priorities of mayors and administrators, share strategies for building collaborative relationships, and discuss how HR professionals can successfully navigate leadership transitions.

6:30 – 9:30 p.m.

Spirit of Carolina Dinner Cruise

Join us for an unforgettable evening aboard the Spirit of Carolina as we cruise through historic Charleston Harbor. Enjoy a freshly prepared multi-course dinner featuring locally sourced, seasonal ingredients while taking in views of iconic landmarks, including Fort Sumter, The Battery, and the Ravenel Bridge from the water. The attire is casual. All attendees must purchase a ticket for \$45.



Municipal Association
of South Carolina

1411 Gervais Street
PO Box 12109
Columbia, SC 29211
www.masc.sc

The SC Municipal Human Resources Association is an affiliate of the Municipal Association of SC.



Friday, November 13

8:00 – 9:00 a.m. Breakfast

9:00 – 10:30 a.m. Addressing Difficult Situations

*Sonya Everhardt, Human Resources Director,
City of Rock Hill*

Managing difficult situations is an essential leadership skill. This course helps supervisors recognize common mistakes, understand their options, and respond to challenging situations with poise, respect, and professionalism. Participants will learn practical techniques for listening effectively, managing emotions, avoiding common communication pitfalls, and resolving conflict while building positive working relationships.

Interactive Activity: Participants will work through scenarios involving a difficult personality, exploring strategies for responding effectively and discussing the impact unresolved behavior can have on the supervisor, the team and overall workplace performance.

10:30 – 11:00 a.m. Business Meeting and Door Prizes

11:00 a.m. Adjourn

Board of Directors

President

Mark Putnam
Human Resources Director
City of Mauldin

First Vice President

Patrice L. Mattison
Human Resource Manager
City of Anderson

Second Vice President

Deana Kever
Assistant City Manager
City of Rock Hill

Member at Large

Ashley Clark
Human Resources Director/City Clerk
City of Simpsonville

Immediate Past President

Lynn Smith
Human Resources Director
City of Conway

Upcoming Meetings

MHRA Spring Meeting

April 22, 2027
Hilton Garden Inn West Columbia Airport

MHRA Annual Meeting

November 17 – 19, 2027
Embassy Suites, Kingston Plantation, Myrtle Beach



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Registration Information

Online registration is available for the meeting. Save time and postage by logging on to www.masc.sc to register.

Online registrations must be paid by Visa or MasterCard.

The registration deadline is October 28. Registration fees of \$280 for members and \$300 for nonmembers include educational materials, an exhibitor reception on November 11, and lunch on November 12.

Guest registration includes an exhibitor reception on November 11. Guests may not attend sessions unless they purchase a full meeting registration.

Register online at www.masc.sc or mail the completed registration form and a check made payable to the Municipal Association of SC to:

MASC
PO Box 12220
Columbia, SC 29211
ATTN: MHRA

Cancellations must be received by 5 p.m. on October 28. Refunds will not be given after this date.

Conference attire is business casual. The session rooms may be cool, so you may want to bring a sweater or jacket.

For special needs requests, contact Dawn Dukes at 803.933.1240 or ddukes@masc.sc by October 28, and we will accommodate if possible.

Hotel Information

Special room rates of \$229 are available at the Embassy Suites, Charleston Harbor. Make reservations online using the hotel booking link by October 11, 2026. Parking is \$25 for overnight. If not staying overnight, parking vouchers are \$10 for 4 hours or \$20 for 8 hours.

Embassy Suites Charleston Harbor
100 Ferry Wharf Road
Mount Pleasant, SC 29464

Room rate: \$229 plus taxes and fees

Overnight Parking: \$25

Daytime Parking: \$10 for 4 hours, \$20 for 8 hours.

Check in: 4 p.m.

Check out: 11 a.m.

Who We Are

The SC Municipal Human Resources Association's main objectives are to promote sound personnel administration, to encourage innovative programs, and to provide information and the opportunity to exchange ideas. For more information, visit www.masc.sc (keyword: MHRA).

Continuing Education Credit

MHRA has been approved as a Society for Human Resource Management Recertification Provider for the two-year term from May 1, 2025, to May 31, 2027. Information about submitting this meeting for credit from SHRM will be available in the meeting program.

Contact Information

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Dawn Dukes

Administrative Assistant
Municipal Association of SC
803.933.1240
ddukes@masc.sc

Registration Form

MHRA Annual Meeting | November 11 – 13, 2026

Name Badge Information

The following information will appear on your name badge for this meeting.

First Name (example: Bill)

Full Name (example: William Smith)

Job Title ☐ New

Local government/company

Guest Information

Guest's First/Last Name

City/State

Registrant's Contact Information

Birth month/day

Last four digits of SSN

This combination of numbers is used as the official's personal identification number to access online services, simplify event registration and ensure proper recording of participation in Association training programs.

Preferred mailing address ☐ New

Type: ☐ Municipal ☐ Business

City/State

Zip

Preferred phone ☐ New

Type: ☐ Municipal ☐ Business ☐ Mobile

Email Address ☐ New

Registration Fees

- | | | |
|--|-------|---|
| ☐ Member | \$280 | <i>Includes educational materials, an exhibitor reception on November 11, and lunch on November 12.</i> |
| ☐ Nonmember | \$300 | <i>Includes educational materials, an exhibitor reception on November 11, and lunch on November 12.</i> |
| ☐ Guest | \$35 | <i>Includes an exhibitor reception on November 11.</i> |
| ☐ Dinner Cruise | \$45 | <i>Includes transportation and dinner aboard the Spirit of Carolina on November 12. Cash bar available.</i> |
| ☐ Guest Dinner Cruise | \$45 | <i>Includes transportation and dinner aboard the Spirit of Carolina on November 12. Cash bar available.</i> |

Total \$ _____

The deadline to register is October 28.