



# Municipal Human Resources Association

## Spring Meeting Thursday, April 23, 2026

**Hilton Garden Inn Columbia Airport**  
110 McSwain Dr, West Columbia, SC 29169

### 8:00 – 9:00 a.m. **Registration, Networking and Continental Breakfast**

Start your day by joining us for registration to pick up your name badge and meeting packets. Enjoy a complimentary continental breakfast while networking with fellow attendees and meeting sponsors.

### 9:00 – 9:15 a.m. **Welcome and Announcements**

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

### 9:15 – 10:15 a.m. **Building a Workplace People Want to Stay In**

*Clarence Whittenburg, President, EOD Consultants, LLC*

This concise look at how to strengthen employee retention will focus on fostering a trustworthy, harassment free workplace built on clear expectations, integrity-driven leadership, strong performance management and fair pay.

### 10:15 – 10:30 a.m. **Break**

### 10:30 – 11:15 a.m. **Statewide Risk Overview With the Municipal Association of South Carolina's Risk Management Team**

*Bethany Pendley, Loss Control Manager, Municipal Association of South Carolina*

Join us for an overview of current risk trends and updates from across the state, along with an introduction to the new Municipal Association of South Carolina's Risk Management staff members.

### 11:15 – 11:30 a.m. **Break**

### 11:30 a.m. – 12:15 p.m. **Compensation Strategy for Municipal Success: Using Market Data to Drive Fair Competitive Decisions**

*Carrie Cavanaugh, Senior HR and Compensation Consultant, Find Great People*

This session will provide a practical overview of modern compensation strategy for public sector employers. Learn how to use market data, address pay compression and design salary ranges that strengthen recruitment and retention.

### 12:15 – 1:15 p.m. **Networking Lunch**

### 1:15 – 2:15 p.m. **Building a Culture of Civility and Respect in the Workplace**

*MYgroup representative*

Learn how civility is shifting in today's workplace, and discover the impact those changes have on employees and organizational culture. Participants will gain practical strategies for strengthening respect, communication, and professionalism — especially during a challenging political cycle.

### 2:15 – 2:30 p.m. **Break**

### 2:30 – 3:30 p.m. **Legal Updates**

*Kevin Sturm, Attorney, K W Sturm, LLC*

Sturm will provide a brief update on key legal changes affecting municipal Human Resources, with practical guidance to help local governments stay compliant and manage risk effectively.

### 3:30 p.m. **Adjourn**

## Who We Are

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

## Board of Directors

### President

Mark Putnam  
Human Resources Director  
City of Mauldin

### First Vice President

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Human Resource Manager  
City of Anderson

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Human Resources Director  
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Ashley Clark  
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### Past President

Lynn Smith  
Human Resources Director  
City of Conway

## Continuing Education Credits

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

## Upcoming Meeting

### Annual Meeting

November 11 – 13, 2026  
Embassy Suites by Hilton Charleston Harbor  
Mount Pleasant, SC 29464

## Contact Information

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[www.masc.sc](http://www.masc.sc)

*The Municipal Court Administration Association of SC is an affiliate of the  
Municipal Association of South Carolina.*



## Registration Information

Online registration is available for the spring meeting. Save time and postage by logging on to [www.masc.sc](http://www.masc.sc) to register. Online registrations must be paid by Visa or MasterCard. Registration fees are \$125 for members and \$150 for nonmembers, and include meeting registration, educational materials and lunch. **The registration deadline is Monday, April 13.**

Register online at [www.masc.sc](http://www.masc.sc) or mail completed registration form and check made payable to the Municipal Association of SC to:

MASC  
PO Box 12220  
Columbia, SC 29211  
ATTN: MCAA

Cancellations must be received by 5 p.m. on April 13. 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](mailto:ddukes@masc.sc) by April 13, and we will accommodate if possible.

## MCAA Registration Form

Spring Meeting ♦ April 23, 2026

### Name Badge Information

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

First name (example: Bill)

Full name (example: William J. Smith, Jr.)  Mr.  Ms.  Dr.

Title  New

Local government/business name

### 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.*

Local government/business name

Preferred mailing address  New

Type:  Municipal  Business

City/State

Zip

Preferred phone  New

Type:  Municipal  Business  Mobile

Email address  New

### Registration Fees

#### Check one:

Member \$125

*Includes meeting registration, educational materials and lunch.*

Nonmember \$150

*Includes meeting registration, educational materials and lunch.*

*For additional attendees, make a copy of this form.*