



## Welcome to 2025!



We hope you have been able to relax and enjoy the holiday season! As we reflect on the past year, the OHPELRA Board would like to take a moment to express our gratitude for each of you. We want to thank you for showing up to our events, trusting us with your HR/LR training needs, and sharing your engaging spirit and feedback with us. We also want to thank our sponsors for their continued support and sharing their expertise and knowledge with us all year long.

Some highlights of 2024 include:

- Welcoming 121 new members to OHPELRA
- Expanding our organization to include 465 members
- Improved efficiencies and services provided by National PELRA
- Successfully "rehomeing" our Annual Training Conference to the Hilton Polaris
- Offering over 23 hours of continuing education to our members through in-person and online events
- Giving back to our membership in the form of scholarships and travel assistance to attend the National PELRA ATC (held in Savannah, GA)
- Making a monetary donation to the NPELRA Foundation

We look forward to embracing the opportunities and challenges that 2025 has to offer. Wishing you all a year filled with success, happiness, and fulfillment - both personally and professionally! Here's to making this year our best one yet!

## 41st ANNUAL TRAINING CONFERENCE

Register NOW for the Annual Training Conference which will be held at the Hilton Columbus/Polaris on Sunday, February 2- Tuesday, February 4, 2025.

With the theme of Breaking Through: Crafting the Future of



## Human Resources/Labor

Relations we will dig into topics that will help position you and your organization for success.

- Opening Keynote Speaker: Kenston Henderson, Live with Lyfe will present, / *Am a Game Changer: 4 Keys to Unlock the Game Changer Within.*
- Sunday Pre-Conference Session: Andria Williams, City of Columbus will share, *Communicating with Tact and Diplomacy.*
- Sunday Evening Networking at Star Lanes where you can *join your OHPELRA friends for bowling, fun, and dinner.*

Click [here](#) for the full agenda and to register.



### Brooke Carnevale Awarded NPELRA Lifetime Membership

The OHPELRA Board is thrilled to extend a heartfelt congratulations to our very own, Brooke Carnevale who was recently selected for the 2024 Lifetime Honorary Membership! Brooke has left a lasting impact not just on the National Public Employer Labor Relations Association and the Ohio Chapter, but on the City of

Columbus and beyond. We are incredibly grateful for her exceptional dedication, hard work, and commitment to the field of public employee labor relations!

## National PELRA's Investigations Academy Training Seminar

Wednesday, February 5, 2025

8:00 a.m.- 4:00 p.m. Polaris Hilton



This continuing education seminar will be a post-conference program to OHPELRA's 2025 Annual Training Conference. This Academy will explore the investigatory process from who should conduct the investigation, legal issues to be aware of, how to order and structure investigatory interviews, and how to generate an end product. **This training is approved for 5.5 SHRM credits. A separate registration is required.**

Click [here](#) to register.

### New Member Virtual Orientation

If you're new to OHPELRA, please join the OHPELRA Board for a virtual **New Member Orientation** on **Monday, January 27 from 3-3:30 p.m.** This is an informal meet 'n greet, where we can say hello and talk about membership perks. You'll also be able to ask questions and find out more about our

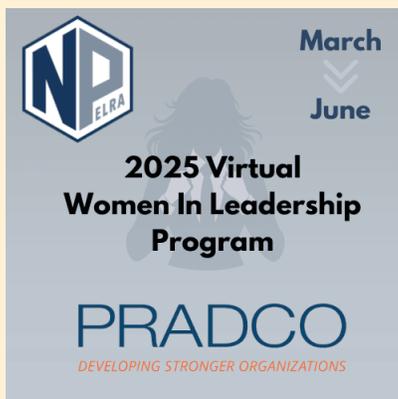


association. New members will also receive an email invitation, and the link below will take you to a flyer about this special event.

Please click [here](#) to access the flyer, which includes the link to join the meeting.

## MEMBERSHIP RENEWAL

You should have received a membership renewal email from National PELRA during the first week of December with instructions to renew your dual membership in OHPELRA and National PELRA. You may click [here](#) for more information and to renew to take advantage of all the benefits your membership affords you and your jurisdiction.



### IN PARTNERSHIP WITH NPELRA, PRADCO PRESENTS: Striving for Excellence - Women In Leadership

**Gain Insight into Behaviors Successful Women Leverage to Achieve Results!**

PRADCO research finds one of the most prominent behaviors women emphasize is time management. It makes sense that with all the responsibilities women have they stress flexibility and adaptability and bring those attributes to their work. We also find that women tend to focus on their own personal performance over driving results through others, putting more pressure on themselves and often accommodating the needs of others. PRADCO's Women in Leadership program is designed to help women identify their value, influence others with authentic leadership, and develop strategies to confidently lead their teams to achieve greater success.

- 4- month virtual program focused on enhancing leadership skills and achieving greater self-awareness
- March 4- June 10
- Deadline to register: February 28
- \$2,100 for members
- \$4,200 for members + guest
- \$2,750 for non-members

For more information and to register, [click here](#).



You will not want to miss the National PELRA Annual Training Conference in Portland, Oregon next summer. [Click HERE](#) for more information and to register.

## Healthcare Plan Cost Management Considerations

By Tyler Feeney  
Gallagher Benefit Services, Inc.



Whether it is the cost of renting an apartment, buying tickets to see your favorite performer, or simply purchasing a carton of eggs at the grocery store, the cost of living continues to climb. Similarly, public sector employers & school districts are constantly being asked to do more with less. Budgets continue to be sliced and diced meanwhile, costs from staffing, to equipment, and even vendor partners, continue to spike.

Managing expenses, wherever possible, is now more critical than ever. One area where you may be able to better control costs is employee benefits, which is likely a top line item in your budget. Let's explore a few high-level strategies to consider implementing towards the aim of controlling costs.

[Click here to continue reading the full article.](#)

# RACHEL SHAW IS COMING TO OHIO!



Don't miss out on Rachel's exclusive Ohio focused 2-day Training on September 23<sup>rd</sup> and 24<sup>th</sup>, 2025



Rachel has literally written the book on industry best practices in the area of ADA. With more than 20-years of executive-level HR experience, Rachel is recognized nationwide as a leader in helping employers manage their most challenging disability-related personnel matters. With this training, she offers a 2-day experience tailored to best prepare you to tackle this work expertly.

## LOCATION

**OHIO UNIVERSITY**  
Dublin Integrated Education Center

6805 Bobcat Way / Suite 230 /  
Dublin, Ohio 43016

## PRICE

Early Bird Members \$400

Ohio Non-members \$500

PRICE WILL INCREASE STARTING MARCH 1, 2025.



Click [here](#) to register.



## Public Safety Hiring: Why Background Investigation Software is Non-Negotiable

by [Alexandrea Davis](#)

In sectors like public safety, screening applicants so thoroughly is vital because the safety of others depends on it. When applied to roles in social work, law enforcement, emergency response, corrections, and some healthcare settings, a pre-employment

investigation can shape the future of community protection. Uncovering anything that might make a candidate unfit for a public safety role before they are employed can even save lives—it's that important.

[Click here to continue reading the full article.](#)

 Share This Email

Ohio Public Employer Labor Relations Association | 209 E. State St. | Columbus, OH 43215  
US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!