



BECOMING A COUNTY HUMAN RESOURCES LEADER FOR THE FIRST TIME CAN BE A CHALLENGING TRANSITION.

ABOUT THE PROGRAM

AMC and MCHRMA have developed a program to help chart a course for success for new human resources managers/directors and individuals with newly assigned human resource leadership responsibilities within their organization. Through a partnership with DDA Human Resources, Inc., AMC is offering to assist human resource leaders to make a successful transition into their new role.

HR PATHWAYS is led by Melanie Ault (DDA Human Resources, Inc.) and Tammy Bigelow (Sherburne County/DDA Human Resources, Inc.) who bring vast county government human resources experience to this program.

ABOUT THE PROCESS

- Individual mentoring sessions, up to four (4) hours within the first few months.
- Monthly meetings with new colleagues for up to two (2) years from hire date.
- Connect to a statewide network of new managers.
- Connection to HR Technical Assistance Helpline.
- Link to the Minnesota County Human Resources Management Association (MCHRMA).

ABOUT THE TOPICS

Individual Topics:

- ERISA does not apply to public sector.
- Veterans Preference in hiring, discipline and discharge.
- Personnel Board of Appeals.
- Unclassified positions.
- MN Pay Equity Reporting.
- Affirmative Action Plans, encouraged but not always required.
- Unions and labor relations.
- Interest Arbitration.
- Elected Officials – relevant provisions and considerations.
- MN Government Data Practices Act, Records Retention.
- Other related items.

Group Topics:

- Working with county boards.
- Leadership development.
- Working with elected department heads.
- Working effectively with non-elected department heads.
- Dealing with job stress.
- Professional growth.
- Open meeting law.
- PERA.
- Collective bargaining.
- Other current public sector HR topics as needed.