



2024 WCMA Women's Leadership Seminar

Speaker Biographies

Kyle Gulya

Kyle Gulya is a Shareholder and Chair of the Government Law Group. Kyle advises both public and private sector employers with employment- and labor-related issues including regulatory compliance, antidiscrimination practices, contractual and workplace policy matters, and personnel management. He handles numerous aspects of labor-management relations from advising clients during union organizing campaigns to serving as chief negotiator during collective bargaining negotiations. He also advises clients regarding complex internal investigations and effectively resolving personnel disputes. Kyle frequently advises clients regarding employment agreements, independent contractor agreements, covenants not to compete, and confidentiality agreements. Kyle also assists clients with crisis communications and effectively handling crisis situations, and he regularly advises clients regarding Wisconsin's Public Records Law and Open Meetings Law.

Kyle has extensive experience involving the unique employment- and labor-related issues faced by Police Departments, Fire Departments, Sheriff's Departments and Police & Fire Commissions. Kyle works closely with public-safety professionals regarding management-side labor- and employment-related issues. Kyle is very proud of his relationships with the Wisconsin Chiefs of Police Association, the Wisconsin Fire Chiefs Education Association, and the Wisconsin Police Leadership Foundation.

Jill Pedigo Hall

Jill Pedigo Hall is a Shareholder in the Labor and Employment Section. She combines her experience of founding and operating a successful multi-location business for eleven years, with more than two decades in employment law to bring a unique and informed perspective to her practice. She partners with businesses to develop and implement best practices, strategies, and solutions that ensure compliance with labor and employment laws while supporting business goals. She is recognized for leveraging her business acumen and legal insight experience to solve employment law issues and manage risks with an efficient,

practical approach for employers ranging in size from solo practitioners to Fortune 50 corporations. She is widely regarded by her colleagues and clients as a perceptive and resourceful litigator and is a member of the Federation of Defense & Corporate Counsel (FDCC). Jill is also AV Preeminent® Peer Review Rated by Martindale-Hubbell®, the highest peer rating possible.

Jill has assisted employers in almost every area of employment law. A focal area of her practice is medical leave management involving FMLA and disability accommodations, diversity, equity and inclusion, wage and hour issues, and discrimination defense. She has conducted sensitive investigations at the top levels of corporate establishments and local government. Jill routinely assists employers in developing needed policies and processes, employment contracts, and restrictive covenant agreements. Her experience includes successfully managing litigation defense and representing corporate clients before federal/state courts and administrative agencies including EEOC, DOL, and OFCCP.

Jill frequently lectures and conducts in-house management and supervisor training for human resource organizations and clients of all sizes in the areas of diversity, equity and inclusion, medical leave management, respectful workplace culture, social media and electronic communication management, affirmative action and harassment avoidance.

Sandy Matz

Sandy is an Employee Benefits Consultant and has been with Cottingham & Butler for 4 years. Sandy's top priorities include new business development and providing consultative advice regarding employee benefit plans for Public Sector Clients. Sandy is passionate about helping her clients with benefit opportunities while understanding the fiscal restraints of her clients. Prior to joining Cottingham & Butler, Sandy served as the Human Resources Director for the City of Appleton for 23 years.

Todd Romenesko

Todd Romenesko was appointed to his present position of the Calumet County Administrator in 2014, following a long career with Calumet County Health and Human Services Department where he served as Director.

Beginning in 2010, Todd has also worked under contract with the University of WI – Madison to assist organizations through a facilitated process for continuous quality improvement and organizational effectiveness. In addition, Todd was active in the Wisconsin Counties Human Service Association, serving as an Officer of the Association and as President of the Association July 2013 until the end of his term December 31, 2014. Most recently, he

received the Governor's appointment to represent counties on the State Wisconsin Retirement Board.

Charlene Stevens

Charlene Stevens has over twenty years of experience in municipal management. Her career spans three states: Minnesota, Kansas and Pennsylvania. Ms. Stevens has worked in both county and city government and her career covers work in urban, suburban and rural communities.

Ms. Stevens is a proven leader in the profession and has had multiple opportunities to serve her profession, including a personal highlight of serving as a Regional Vice President for ICMA early in her career.

Ms. Stevens has expertise in community and civic engagement, having started her career in neighborhood services and led two community wide visioning and strategic planning efforts for two different communities. Charlene is passionate about community engagement and striving to have all diverse voices heard during the process.

Vicki Tylka

Vicki Tylka is currently the Managing Director of Community Programs for North Central Health Care, following a long career with Marathon County Social Services as Director.

Vicki's background is in social work, largely in child welfare, including in her role as past Chair of the Child Abuse and Neglect Prevention Board. She has focused her career on organizational development and has facilitated continuous improvement projects with numerous public agencies.

Kristen Ziman

Kristen Ziman is a dynamic leader and keynote speaker known for her transformative impact across various industries. With over 20 years of leadership experience, Kristen has a proven track record of driving organizational excellence, fostering innovation, and empowering individuals and teams to achieve their full potential.

Holding two master's degrees and having completed executive education at the Harvard Kennedy School of Government, Kristen brings a wealth of academic and practical knowledge to her audiences. Kristen's approach to leadership is characterized by a deep commitment to accountability, innovation, and community engagement.

Her influence extends far beyond her previous role as the first female Chief of Police in Aurora, Illinois. As a published author of the memoir "Reimagining Blue," she shares insights on leadership, resilience, and the power of optimism, drawing from her extensive experience to inspire professionals across all fields.

Her experience in managing critical incidents, including the tragic mass shooting at the Henry Pratt Company in 2019, underscores her expertise in crisis leadership and her dedication to building resilient organizations. Kristen's leadership philosophy is universally applicable, offering valuable lessons to professionals in all sectors who are looking to optimize performance and foster a culture of excellence.

She is a sought-after speaker and consultant, recognized for her ability to guide organizations through cultural evolution and empower leaders to create lasting, positive change.