



TO REGISTER VISIT:
micountyroads.org/FHRSeminar

REGISTRATION INFORMATION

F&HR Seminar Full registration: \$175

Spouse/guest tickets for F&HR Seminar are \$89 and include all meals.



Join our **Bay City Pub Crawl**
Wednesday at 7 p.m. following
the Award Dinner & Banquet!

Register now at **micountyroads.org/FHRSeminar**. If you have questions or need help registering, please call CRA at **517.482.1189**.

Refund policy: After May 11, no refunds will be given.



**County Road Association
OF MICHIGAN**

101 S. Washington Square, Suite 200
Lansing, MI 48933
517.482.1189

FOLLOW CRA ON SOCIAL!



DOUBLETREE BY HILTON HOTEL BAY CITY - RIVERFRONT

1 Wenonah Park Place, Bay City, MI 48708
(989) 891-6000

FOR MORE INFORMATION CONTACT:

Cindie Dulaney
cdulaney@micountyroads.org
517.482.1189

ARRANGEMENTS BY 2019-2020 FINANCE & HUMAN RESOURCES COMMITTEE

CHAIR: Melissa Williams, Oakland
VICE CHAIR: Macy Barcheski, Kent
Heather Cameron, Gladwin
Kristin Dronchi, Newaygo
Beth Hunt, Lenawee
Julie Patterson, Alpena
Lisa M. Powell, CPA, Iron
Jennifer Rosser, Shiawassee
Ann Simmons, Kalamazoo
Stefanie Simmons, Roscommon
Terri Taylor, Sanilac
Joyce Whisenant, Muskegon

2020 CRA FINANCE & HUMAN RESOURCES SEMINAR



"THINK LIKE A ROCK STAR"

2020 SESSIONS INCLUDE:

- "Roar" in Your Wellness Program
- "You Need to Calm Down" Socially
- "Blank Spaces" Or, Are you Ready to Go Paperless?

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MAY 19-21, 2020

DoubleTree by Hilton Hotel Bay City – Riverfront
1 Wenonah Park Place | Bay City, MI 48708

TUESDAY, MAY 19

- 9 a.m. - 1:30 p.m. REGISTRATION**
- 10 a.m. – Noon Pre-Conference Breakout Sessions and Lunch**
OPTIONAL – PRE-REGISTRATION REQUIRED
- Precision Computer Solutions®, Inc. – **Sharing the latest software updates for county road agencies*** - or -
 - Cogitate, Inc.*
- * Lunch provided to those who pre-register for these sessions.*
- 1 - 1:15 p.m. OFFICIAL CONFERENCE OPENING**
Welcome Remarks
- Dick Timmer**, CRA Board President (Chippewa)
Melissa Williams, Chair, CRA Finance & Human Resources Committee (Oakland)
Bay City County Chamber of Commerce
- 1:15 - 2 p.m. “Roar” in Your Wellness Program**
The road agency has health benefits and maybe even goes on a group diet every few years. But to really make strides in attendance, fitness and attitude, you need staff to be fired up about your wellness program. Donna has great tips for creating a “roaring” success story!
- Donna Cianciolo**, Assistant Vice President of Regional Business Development, Mackinaw Administrators
- 2 - 3 p.m. I’m “Not Afraid” of GASB**
GASB brought substantial changes to all leases on your balance sheets. The new rules closely follow the IASB’s approach, eliminating distinctions between operating and capital leases, and treating all leases as financings. Don’t be afraid, Bill will walk us through what to do and how it affects your road agency.
- Bill Tucker**, CPA, Principle, Audit Division, Maner Costerisan
- 3 - 3:15 p.m. BREAK**
- 3:15 - 4:15 p.m. “We are the World” Open Meetings Act**
Is your road agency following all the guidelines in the Open Meetings Act? Those of us who serve as clerks and staff to road commissioners, must be absolutely up-to-date on your requirements for being open to the world.
- Michael R. Kluck**, Attorney, Michael R. Kluck & Associates

- 4:15 - 4:30 p.m. “Bills, Bills, Bills” Accounting Manual**
Two years into the process, the Accounting Manual Work Group has completed a first draft of the manual and answered many questions from the Michigan Department of Treasury in the process. The Manual is nearly ready to launch! Learn what’s new.
- Jen Rosser**, Director of Finance/Clerk, Shiawassee County Road Commission

WEDNESDAY, MAY 20

- 5:30 p.m. WELCOME RECEPTION**
- 7 - 8 a.m. BREAKFAST**
- 8:15 - 9:15 a.m. “You Need to Calm Down” Socially**
“Say it in the street, that’s a knock-out
But you say it in a Tweet, that’s a cop-out
And I’m just like, “Hey, are you okay?”
- Twitter, Facebook, Instagram ... maybe you shouldn’t social like a rock star. Seriously, office staff often have the corporate social media responsibilities. Get tips from a pro on how to encourage public engagement, when to comment and when to “let it be.”
- Emily Kizer**, Communications Manager, Washtenaw County Road Commission
- 9:15 - 9:45 a.m. “Go Your Own Way” The Need to Tell Your Story: No One Else is Going To!**
Ever watched someone get an award and thought ‘Hey, we already did that!’? Or heard someone accusing your organization of not doing something you did? This session focuses on blowing your own horn – and why it’s important.
- Denise Donohue**, CAE, APR, Director, CRA
- 9:45 - 10:15 a.m. BREAK & VISIT VENDORS**
- 10:15 - 11:30 a.m. “Drop it Like It’s Hot” Marijuana Laws and CDLs**
Recreational and medical marijuana are now legal in Michigan – but not at the federal level where CDL requirements are set. What’s the latest in how road agencies address employees and marijuana, including enforcement and driver testing.
- Andrew Cascini**, Attorney & Partner, Henn Lesperance
- 11:30 - 11:45 a.m. Will “What Doesn’t Kill You [Really] Make You Stronger?”**
CRASIF administrator Jim deSpelder provides an overview of trends he sees in the Fund’s recent loss history regarding workers’ compensation. Expect some timely tips for speedier claims processing. And maybe he’ll answer the “stronger” question!
- Jim deSpelder**, JD, Administrator & CEO, County Road Association Self Insurance Fund

- 11:45 - Noon “Cover Your Rig” MCRCSIP Talks Case Law**
With emerging court decisions, new legislation emerging and regulations that impact county road agencies, there’s always something new to learn from the Michigan County Road Commission Self-Insurance Pool (MCRCSIP).
- Gayle Cummings**, CPA, Administrator, Michigan County Road Commission Self-Insurance Pool
- Noon - 1:30 p.m. LUNCH & VISIT VENDORS**
- 1:30 - 2:45 p.m. Be A Communication Rock Star: Using the 4 Communication Styles to Gain Connection, Skyrocket Confidence and Reduce Conflict**
Have you ever wondered why it seems so tough to talk with some people yet so easy to chat with others? In this interactive, fast paced session, Mimi Brown explains how your communication style impacts others’ impressions of you, and how to communicate more effectively in today’s diverse workplace.
- Mimi Brown**, Motivational Leadership Speaker
- 2:45 - 3:15 p.m. BREAK & VISIT VENDORS**
- 3:15 - 3:45 p.m. “Raise Your Glass” to the MiRAD Relaunch**
Wait, What!? MiRad just got even easier? It’s true: This spring’s relaunch of MiRAD gives even more focused compensation data, job descriptions and other much-needed comparative data at a push of a button.
- Dustin Earley**, Manager of Communications and Engagement, CRA
- 3:45 - 4:15 p.m. “Blank Spaces” Or, Are you Ready to Go Paperless?**
This panel discussion of road agencies swiftly describe how they’ve gone paper-free in the board room, with financial documents, bid packages, transportation permits and in other daily business pursuits of the road agency.
- Dan Eggleston**, Owner, I.T. Right, Inc.
- 4:15 - 4:30 p.m. “Holla Back Girl” Keeping up with MTF**
From increased road funding and supplemental approps to state SIGMA-inspired give-backs, the 2018-2019 fiscal year was a challenge. Telling a board and manager how much money is available for the road budget has become more risky for you. Learn the best MDOT reports to use, to improve your confidence.
- Melissa Williams**, Finance Manager, Road Commission for Oakland County
- Donna Cianciola**, AVP Regional Business Development, Mackinaw Administrators LLC

- 5:30 p.m. AWARD BANQUET & DINNER**
- 7:00 p.m. PUB CRAWL**
- ## THURSDAY, MAY 21
- 7 - 8 a.m. BREAKFAST**
- 8:15 - 8:30 a.m. “Bad Guy” Report from Chair**
Melissa Williams, Chair of CRA’s Finance & Human Resources Committee, Director of Finance, Road Commission of Oakland County
- Williams summarizes what the FHR Committee has accomplished over the last year, and challenges that lie ahead.
- 8:30 - 10:30 a.m. “I Can’t Stop Exceling” Tips and Tricks of Excel**
Excel to the next level with popular financial software guru, Kim Novak. She’s back to provide us with excellent tips and tricks to improve our spreadsheets and our work life. **Bring your laptop** – this is a hands-on session!
- Kim Novak**, KN Consulting
- 10:15 - 10:30 a.m. BREAK**
- 10:30 - 11:45 a.m. “Here with Me” Open Mic: What’s On Your Mind?**
Moderators:
Terry Taylor, Finance Director, Sanilac County Road Commission
Beth Hunt, Finance Director/Office Manager, Lenawee County Road Commission
- PRIZE GIVEAWAY (MUST BE PRESENT TO WIN)**
- ADJOURN & SAFE TRAVELS!**


SAVE THE DATE:
2021 FHR Conference is May 18-20, 2021
in Sault Ste. Marie!