



**"TURNING THE CORNER
INTO 2026"**



REGISTER NOW! micountyroads.org/NorthernConference

TICKET PRICING

Full Conference Registration (includes meals)..... \$295

Guest Meal Ticket \$99

Guest holiday party tickets complimentary. Registration is still required.



**County Road Association
OF MICHIGAN**

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

517.482.1189

FOLLOW CRA ON SOCIAL!



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HOTEL INFORMATION

The Highlands at Harbor Springs
600 Highlands Dr. | Harbor Springs, MI



**THE
HIGHLANDS**

To register for a hotel room, visit:
micountyroads.org/NorthernConference

Hotel cutoff date is November 9.

2025

NORTHERN MICHIGAN ASSOCIATION OF ROAD COMMISSIONS ANNUAL CONFERENCE

December 10-12, 2025

The Highlands at Harbor Springs
600 Highlands Dr. | Harbor Springs, MI



**County Road Association
OF MICHIGAN**

For more information, please contact Dustin Earley: dearley@micountyroads.org | 517.482.1189

To register, visit: micountyroads.org/NorthernConference

WEDNESDAY | DECEMBER 10

- 3 - 6 p.m.
 - ▶ REGISTRATION
- 6 - 8 p.m.
 - ▶ WELCOME RECEPTION AND HOLIDAY PARTY

THURSDAY | DECEMBER 11

- 7 - 8 a.m.
 - ▶ REGISTRATION AND BREAKFAST

MORNING SESSION

This AM it's all about the \$\$!



- 8 - 8:05 a.m.
 - ▶ WELCOME REMARKS
 - Dave Pettersch, President of the CRA Northern Region, CRA Board Director and Gladwin CRC Managing Director
- 8:05 - 8:15 a.m.
 - ▶ WELCOME TO HARBOR SPRINGS
 - Jim Powell, Executive Director, Petoskey Area Visitors Bureau
- 8:15 - 9 a.m.
 - ▶ ROAD FUNDING 101 – ‘SPLAINING MTF FROM THE BEGINNING
 - Before we get into the new road revenues, get a refresh on the Michigan Transportation Fund. Where does road revenue come from? What's an "off-the-top?" And what is the actual county distribution formula?
 - Denise Donohue, CEO, CRA
 - Ed Noyola, Chief Deputy and Legislative Director, CRA
- 9 - 9:15 a.m.
 - ▶ WAKE-UP BREAK
- 9:15 - 10:15 a.m.
 - ▶ BREAKING IT DOWN: 2025 TRANSPORTATION PACKAGE + MORE
 - A short course in county roads and the MI Legislature. A full hour to review the amount and niches of new road funding, points of emphasis for road agencies and bridge work. Plus, the county-favorable bills introduced or about to be.
 - Ed Noyola, Chief Deputy and Legislative Director, CRA
 - Tom Steinbis, Legislative Specialist, CRA
- 10:15 - 10:30 a.m.
 - ▶ SNACK BREAK



- 10:30 - 11:15 a.m.
 - ▶ HOW WILL THAT SOLAR FARM IMPACT YOUR ROADS?
 - Michigan is up to 67 utility-scale solar farms, with hundreds more projects on the books. Get an overview of policies you should have in place, and what you can and cannot request.
 - Tom Donnellon, Manager, Huron CRC and CRA Board Director
 - Doug Steffen, Managing Director, Clinton CRC and CRA Board Director
 - Mark Craft, PE, Engineer-Manager, Gratiot CRC
- 11:15 - 11:35 a.m.
 - ▶ STATUS OF NEGOTIATIONS ON STATE MAINTENANCE CONTRACT
 - Negotiations are nearly complete on this contract for maintenance work on MDOT routes, shared by 63 counties. See what to expect from the negotiations chair.
 - Jean Vanderville, Chair, CRA Negotiating Committee and Manager, Schoolcraft CRC
 - Rob Laitinen, PS, Manager, Chippewa CRC and CRA Board Director
- 11:35 a.m. - 12 Noon
 - ▶ THE 1-2-3 FOCUS OF CRA'S LOCAL ROAD RESEARCH PROGRAM (LRRP)
 - Less than 1 year since the work group was seated, and after 2 member solicitations for ideas the LRRP has 3 member-identified projects out to Universities for research proposals. Hear what it's about.
 - Denise Donohue, CEO, CRA
- 12 - 12:40 p.m.
 - ▶ LUNCHEON
- 12:40 - 1:15 p.m.
 - ▶ LUNCHEON KEYNOTE: PREVENTIVE HEALTH IN ACTION: SUPPORTING WELLNESS AT WORK
 - A strong workforce starts with healthy employees. Learn how small preventive steps boost energy, productivity and wellbeing while making the most of your health benefits and staying ahead on health screenings.
 - Meghan Sarna, Clinical Director, Asclepius Borealis
- 1:15 - 1:30 p.m.
 - ▶ BREAK

AFTERNOON SESSION



This PM it's about the rules - brought to you by the CRA Legal Issues Forum

- 1:30 - 2:15 p.m.
 - ▶ AT-WILL OR AT-WON'T
 - While Michigan is an at-will employment state, between unions, boards and other factors, letting an employee go gets complicate. Let's sort it out.
 - Brett Miller, Attorney and Shareholder, Butzel
- 2:15 - 3 p.m.
 - ▶ 10 DO'S AND DON'TS WITH INVESTIGATIVE INTERNAL INTERVIEWS
 - For your agency's own internal investigations ranging from accidents to possible harassment, get recommendations on best practices. How to be fair and still stay in control of the investigation and interviews.
 - Heidi Hudson, Attorney, Zausmer, PC
- 3 - 3:15 p.m.
 - ▶ SNACK BREAK
- 3:15 - 4 p.m.
 - ▶ WHO'RE THE PLAY-AHS IN GRIEVANCE PROCEDURES AND NEGOTIATIONS?
 - While your collective bargaining agreement is your guide, let's get specific. Who responds to each step in the process? When to bring in an employee or lawyer? Where's the "fine line" between discretion and "hiding something" in talks? Bring your questions!
 - Courtney Agrusa, Attorney, Foster Swift
- 5:30 - 7:30 p.m.
 - ▶ SOCIAL HOUR AND DINNER
- 7:30 - 9 p.m.
 - ▶ RECREATION OPPORTUNITY
- 9 p.m.
 - ▶ HOSPITALITY ROOMS OPEN

REGISTER TODAY!



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FRIDAY | DECEMBER 12

- 7 - 8 a.m.
 - ▶ BREAKFAST
- 8 - 8:15 a.m.
 - ▶ NMARC ANNUAL BUSINESS MEETING
- 8:15 - 9 a.m.
 - ▶ 2025 NORTHERN MICHIGAN ICE STORM PANEL DISCUSSION
 - With residents, utilities and emergency services depending on road commissions to open the tree-clogged roads, our Northern Michigan peers faced big challenges back in March. Hear what two counties learned.
 - Matt Hall, Managing Director, Cheboygan CRC
 - Ryan Brege, Managing Director, Alpena CRC
- 9 - 9:15 a.m.
 - ▶ WAKE-UP, CHECK-OUT BREAK
- 9:15 - 9:45 a.m.
 - ▶ NEXT TIME DISASTER STRIKES
 - Learn about the comprehensive county road agency support platform being developed before the next major natural disaster impacting Michigan county roads. Also, bills pending to strengthen crisis response.
 - Dustin Earley, APR, Deputy Director of Engagement, CRA
- 9:45 - 10:15 a.m.
 - ▶ SHOW 'N' TELL: ROAD CONDUCTORSM PROJECT MANAGEMENT SOFTWARE
 - With dozens of subscribers – counties, cities and private firms – the cloud-based Road ConductorSM has taken off! A quick walk through its features and how it can make project planning smoother from an early adopter.
 - Garrett Olson, PE, Director of Engineering, Livingston CRC
 - Moderator: Dustin Earley, APR, Marketing Director, Road ConductorSM
- 10:15 - 10:30 a.m.
 - ▶ FUTURE ROAD WORKERS! FERRIS STATE SCHOLARSHIP PROGRAM HELPS
 - Road agencies are big supporters of students, and Ferris State is a big benefit to future road workers. Update on scholarship program.
 - Krissy Workman, Associate Director, Ferris Foundation
- 10:30 a.m.
 - ▶ CONCLUSION
 - Dave Pettersch, President of NMARC and Manager, Gladwin CRC

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