



DoubleTree by Hilton | Bay City, MI

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SAVE THE DATE:
2025 FHR Conference is
May 20-21, 2025 at
Treetops Resort, Gaylord!



County Road Association
OF MICHIGAN

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Lansing, MI 48933

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**ARRANGEMENTS BY 2023-2024
FINANCE & HUMAN RESOURCES
COMMITTEE**

CHAIR: Macy Barcheski, Kent

VICE CHAIR: Linnea Rader, Van Buren

Beth Hunt, Lenawee

Bobbie Livermore, Chippewa

Christine Matthews, Oscoda

Julie Mayuiers, St. Joseph

Dawn Solka, Marquette

Terri Taylor, Sanilac

Melissa Williams, Macomb

Anne Wirgau, Presque Isle



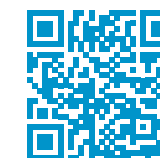
“SIGNS ON THE ROAD TO SUCCESS”

**2024 CRA FINANCE
& HUMAN RESOURCES
SEMINAR**

2024 SESSIONS INCLUDE:

- ▶ Negotiating Union Contracts.
- ▶ Personal Financial Wellness.
- ▶ The Power of Don't!

**ALL HANDOUTS ARE
AVAILABLE IN THE
CRA TOOL CRIB!**



PROGRAM GUIDE

MAY 21-22, 2024

DoubleTree by Hilton

One Wenonah Park Place | Bay City, MI 48708

TUESDAY – MAY 21

7 a.m. - 1:30 p.m.

REGISTRATION OPEN

9 a.m. - 9:15 a.m.

Welcome Remarks

Dirk Heckman, PE, CRA Board President (Mackinac)

Macy Barcheski, Chair, CRA Finance & Human Resources Committee (Kent)

Jill Shorkey, Go Great Lakes Bay

9:15 - 10 a.m.

Under construction – it's a deal! Negotiating union contracts

Constructing work group contracts is a critical feature of the job, balancing employee satisfaction with budget realities. Learn tips, strategies and issues to improve the process.

Luis Avila, Partner, Varnum, LLP

Linnea Rader, Finance & Human Resources Director (Van Buren)

10 - 10:30 a.m.

STRETCH & SNACK & SHOP THE VENDORS

10:30 - 11:30 a.m.

All aboard: Effective training

Job performance, personal satisfaction and good mojo can be traced to clear guidance. Learn what the front office should do with training and procedure manuals, especially in the accounting arena.

Linnea Rader (Van Buren)

11:30 a.m. - 12:15 p.m.

STOP and think about CRASIF: What's in it for us?

The County Road Association Self-Insurance Fund (CRASIF) provides workers compensation for 70 county road commissions. Learn how CRASIF works and best practices for worker safety.

Erin McBride, Senior Claims Specialist, Mackinaw Administrators, LLC

Al Roden, Director of Risk Consulting, Mackinaw Administrators, LLC

Joyce Porter, Administrator, CRASIF

12:15 - 1 p.m.

LUNCH

1 - 2:15 p.m.



Cruising speed: How to develop a positive work culture

An encore from MCRCSIP on the finance and human resources role in developing an affirming work environment where everyone can perform to his or her best ability.

Charlie Pike, JD, Director of Loss Control and Training, Michigan County Road Commission Self-Insurance Pool (MCRCSIP)

2:15 - 2:45 p.m.

STRETCH & SNACK & SHOP THE VENDORS

2:45 - 3:30 p.m.

Green light to tell your story – nobody else will!

Spreading road agency news is great for recruitment, team building and political success with your community. This interactive session "green lights" what the public should know and why.

Denise Donohue, CAE and APR, CEO of County Road Association

3:30 - 4:15 p.m.

Yellow light: Cautions when working with the IRS

The US Internal Revenue Service is complicated! A Maner specialist in governmental accounting covers the primary IRS forms you should be familiar with and how to best work through the "red tape."

Courtney Kelterborn, CPA, Accounting & Outsourced Solutions Associate, Maner Costerisan

4:15 - 5 p.m.

On ramp to personal financial wellness

This session has some key checkpoints to ensure you and road agency staff stay with the "on ramp" to personal fiscal well-being.

Angie Schrauben, CRPC, Benefit Education Specialist, Municipal Employees' Retirement System (MERS)

6 p.m.

Awards Banquet and Entertainment



WEDNESDAY – MAY 22

7 - 8 a.m.

BREAKFAST

7:30 - 8 a.m.

Road [Agency] work ahead: Report from the chair

A summary of key issues on the horizon for road agency finance and human resources staff, including the Accounting Manual, next-gen software program, record retention and more.

Macy Barcheski, Chair, CRA Finance & Human Resources Committee (Kent)

8 - 8:45 a.m.

Detour: Time for the annual audit

The fiscal year isn't over until the audit's done! Learn from two state Treasury officials what the state looks for in an audit, the tests they apply and why.

Cary Vaughn, CPA, CGFM, Audit Manager, Michigan Department of Treasury

Derek Hall, Senior Auditor, Community Engagement & Finance Div., Michigan Department of Treasury

8:45 - 9:45 a.m.

Merge: Bringing together our concerns and solutions

This session will group attendees into human resources and financial tables to talk about key issues you may be facing. Employee retention, discipline, retirement options, Roth IRAs, 401Ks, 457s – and what's on your mind!

Melissa Williams, Finance Facilitator (Macomb)

Beth Hunt, Human Resources Facilitator (Lenawee)

9:45 - 10:15 p.m.

BREAK – HOTEL CHECK-OUT

10:15 - 11 a.m.

Speed Bump: The MTF Annual Report

Always a robust session, mastering the Michigan Transportation Fund (MTF) Act (PA 51) is a must-do for road agency finance staff. Get an overview of the Act, challenges in creating your Annual Report and insight on the how-to's.

Linnea Rader (Van Buren)



11 - Noon



The power of don't

Motivational speaker John Brix explains our conscious and subconscious mind and the role each plays in teaching, training and mentorship.

John Brix, JohnBrix.org

Noon - 12:30 p.m.

LUNCH

12:30 - 1:30 p.m.

Visualize success

Brix presents visualization as a technique as a trained subconscious action decision to develop success skills in yourself and others.

John Brix

1:30 - 2:15 p.m.

Roundabout: Round-up of ideas from the crowd

Another whirlwind round to get your questions answered! Topics to be determined from audience suggestions. Bring your notes!

Dawn Solka (Marquette)

Terri Taylor (Sanilac)

2:15 - 2:30 p.m.

STRETCH BREAK

2:30 - 3:30 p.m.

The storytelling brain

Continuing *The Power of Don't*, Brix talks about how ruminating can cause real stress, identifying false stress and controlling them both.

John Brix

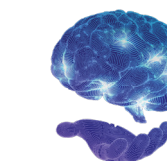
3:30 - 4:30 p.m.

Tracking the details:

Documenting from employee hire to discharge

Every employee-employer relationship begins with the best intentions. But occasionally things "go south". Get legal advice for employee documentation you should be keeping.

Andrew Cascini, JD, Partner, Henn Lesperance



ADJOURN & SAFE TRAVELS!



WATCH YOUR BACK!
A NIGHT OF
MURDER MYSTERY...

