

11:15 a.m. - Noon



Bonus round! Making the most of your MDOT Maintenance Contract

In Michigan, 63 county road agencies perform the maintenance work on MI Department of Transportation (MDOT) highways under a 5-year contract. By Summer 2026 a new contract will be negotiated. Raise your questions and concerns with the CRA Negotiating Committee Chair!

Moderators: *Jean Vanderville*, Chair, CRA Negotiating Committee and Managing Director, Schoolcraft
Tanya Hoar, Finance Director, Schoolcraft

ADJOURN & SAFE TRAVELS!



TO REGISTER VISIT:
micountyroads.org/FHRSeminar

REGISTRATION INFORMATION

FHR Seminar Full Registration: \$295

Spouse/guest tickets for FHR Seminar are \$99 and include all meals.

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 9, no refunds will be given.



SAVE THE DATE:

2026 FHR Conference is **May 12-14, 2026**, at **GVSU Seidman Center, Grand Rapids!**



County Road Association OF MICHIGAN

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

517.482.1189

FOLLOW CRA ON SOCIAL!



@micountyroads

TREETOPS RESORT

3962 Wilkinson Rd. | Gaylord, MI 49735

\$85 - \$95/night

To reserve a room, call **866.348.5249** and request the County Road Association of Michigan room block.

FOR MORE INFORMATION, CONTACT:

Shelby Eva

seva@micountyroads.org
517.482.1189

ARRANGEMENTS BY 2024-2025 FINANCE & HUMAN RESOURCES COMMITTEE

CHAIR: Macy Barcheski, Kent

VICE CHAIR: Dawn Solka, Marquette

Mike Girard, Shiawassee

Jerry Heim, Kalkaska

Beth Hunt, Lenawee

Bobbie Livermore, Chippewa

Christine Matthews, Oscoda

Sarah Newton, Livingston

Linnea Rader, Van Buren

Terri Taylor, Sanilac

Melissa Williams, Macomb

Anne Wirgau, Presque Isle



County Road Association OF MICHIGAN



2025 CRA FINANCE & HUMAN RESOURCES SEMINAR



"IT'S ABOUT THE PEOPLE! IT'S ABOUT THE MONEY!"

2025 SESSIONS INCLUDE:

- ▶ How does MTF get to your county?
- ▶ Attracting good people.
- ▶ The latest on ESTA.

TO REGISTER, VISIT:

micountyroads.org/FHRSeminar

MAY 20-22, 2025

Treetops Resort

3962 Wilkinson Rd. | Gaylord, MI 49735

THURSDAY – MAY 22

BREAKFAST (Oak Room, Lodge)

Wassup with state road funding
While prospects for \$3 B of new state road funding look good – beginning Oct. 1st – the issue probably won't be settled by May. We'll cover what we know.

Denise Donohue, CEO, CRA

Submitting workers' comp claims right the first time!

A brief walk-through of the best way to submit claims to CRASIF. Presenters will cover the most common errors and omissions made by road agencies.

Erin McBride, Claims Account Manager, Mackinaw Administrators

Melissa Teregan, Senior Claims Rep., Mackinaw Administrators

Onboarding and offboarding staff with respect

A new employee's first impression of your road agency may be their onboarding experience – and you want that to go well. On the other end of the spectrum, employees who retire or are leaving voluntarily or as a dismissal also need your attention.

Nicole Peterson, Human Resources Manager, Washtenaw

BREAK FOR CHECK-OUT

Wrapping up with our famous FHR Q&A "round robin"

Anything we haven't covered or you want to hear more about? This is your time. Questions on any FHR subject are welcome on the "open mic!"

Moderators: Beth Hunt, Lenawee

Bobbie Livermore, CRA FHR Committee, Office Manager/HR. Admin., Chippewa

BREAK (to allow those w/o contracts to leave)

Continued on back side



TUESDAY – MAY 20



DAY #1: IT'S ABOUT OUR PEOPLE!

11 a.m. - 1 p.m. **REGISTRATION OPEN** (Convention Center)

1 - 1:15 p.m. **OFFICIAL CONFERENCE OPENING**
Welcome Remarks

Jerry Byrne, CRA Board President, Kent
Macy Barcheski, Chair, CRA FHR Committee and Finance Director, Kent

1:15 - 2:15 p.m. **Attracting – and keeping – good people!**

We sometimes forget about the good people. They don't complain but will they stay? And what are new staff looking for? As your agency's HR leader, what should you be considering?

Kimara Mayberry, MBA, Immediate Past President, Society of Human Resources Management-Detroit Chapter and Founder/Principal Consultant, Platinum Consulting Group

2:15 - 2:35 p.m. **STRETCH & SNACK & SHOP THE VENDORS**

2:35 - 3:20 p.m. **Must do: Conducting quality performance reviews**

Most staff dread them and supervisors aren't thrilled either. But you can generate value, employee appreciation and workplace certainty by conducting a quality performance review. Learn some tips!

Linnea Rader, CRA FHR Committee and Finance and Human Resources Director, Van Buren

3:20 - 4:05 p.m. **It's final now: Michigan's Earned Sick Time Act (ESTA)**

After some twisty turns in February, Michigan has a new ESTA. Now what? Answers to your questions including complexities like union contracts, variable pay rates and more.

Moderator: Macy Barcheski, Kent

Josh Leadford, Labor Employment Attorney, Miller Johnson

5 p.m. **WELCOME RECEPTION**

WEDNESDAY – MAY 21



DAY #2: IT'S ABOUT THE MONEY!

7 - 8 a.m. **BREAKFAST** (Convention Center)

7:40 - 8 a.m. **Report from Chair**
Get a summary of what the FHR Committee has accomplished over the last year, and challenges that lie ahead.

Macy Barcheski, Kent

8 - 8:45 a.m. **How does MTF get to your county? It's complicated.**

State, local (township GF or millages) and federal funding revenue – in that order of magnitude – show up in your bank account regularly. Learn more about how the dollars get to you, so you can better manage expectations.

Melissa Williams, CRA FHR Committee, CRA Board and Finance Director, Macomb

8:45 - 9:45 a.m. **Bring your MTF Act 51 Report to the Conference!**

For this session, we'll break into small groups based on ?s you submit ahead of time. The group will work through your most vexing questions on Act 51 reporting. Hit this QR code now to enter your top issues.



SCAN ME

Moderator: Macy Barcheski, Kent

9:45 - 10:15 a.m. **STRETCH & SNACK & SHOP THE VENDORS**

10:15 - 11:15 a.m. **Is there a better way to approach budget season?**

With so many variables in flux from township contributions and weather events to equipment breakdown and flat state revenue, it's hard to be spot-on with your budget. This panel presents some ideas from other counties.

Tim Becroft, Finance Director, Oakland

Beth Hunt, CRA FHR Committee and Dir. of Finance & Human Resources, Lenawee

11:15 a.m. - 12:15 p.m. **LUNCH & VISIT VENDORS**

12:15 - 1:15 p.m.

Keynote Address
Building a powerful personal presence

Discover how to tap into your inner strength and show up with power. This fun, interactive session will help you lead fearlessly and be unforgettable as you live to your fullest potential.

Sandra Dee Robinson, Communication and Leadership Specialist



1:15 - 2 p.m.

Personal resilience challenge: The after-lunch OPEB actuarial program
OK. You have that big, complex actuarial report – now what? This session covers highlights of these reports and how to adjust contributions to and expectations from your OPEB fund to cover future needs.

Chris Veenstra, FCA, ASA, MAAA, EA, Member Programs Manager, Watkins Ross

Shawn Kersjes, AIF, CPFA, Vice President/Investments, Stifel

2 - 2:30 p.m.

STRETCH & SNACK & SHOP THE VENDORS

2:30 - 3:30 p.m.

Deep dive: Coding out road activities
There has always been some confusion about how to code the various work activities of a county road agency. What qualifies as preservation? Maintenance? Where does chip seal go? Crack seal? We try to clear some of that up! (Bring your Accounting Manual.)

Jerry Heim, CRA FHR Committee, CRA Board and Finance Director, Kalkaska

3:30 - 4 p.m.

Putting number\$ on your equipment and building\$

Is all your stuff covered? MCRCSIP staff talk about doing an annual update, common errors counties make regarding these assets and best practices to ensure your equipment and buildings are adequately insured.

Gayle Cummings, CPA, Administrator, Michigan County Road Commission Self Insurance Pool (MCRCSIP)

Shanda Cochran, Senior Claims Rep., MCRCSIP

5:30 p.m.

AWARD BANQUET & DINNER
PAINT & SIP

