

2020

# Winter Institute

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A State Affiliate of ICMA

Michigan  
Municipal  
Executives

Treetops  
RESORT

JANUARY 28 – JANUARY 31, 2020

TREETOPS RESORT • GAYLORD

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# Thank You Sponsors!

Welcome Reception, NextGen Dinner, and Managers Activity



## Silver



## Bronze



## Program Sponsor





# WELCOME TO TREETOPS RESORT!

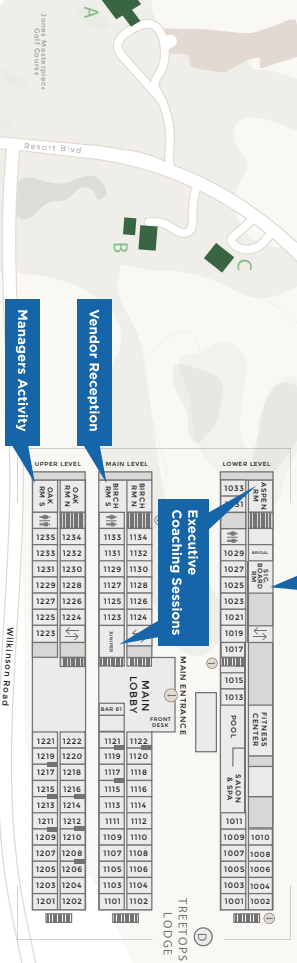
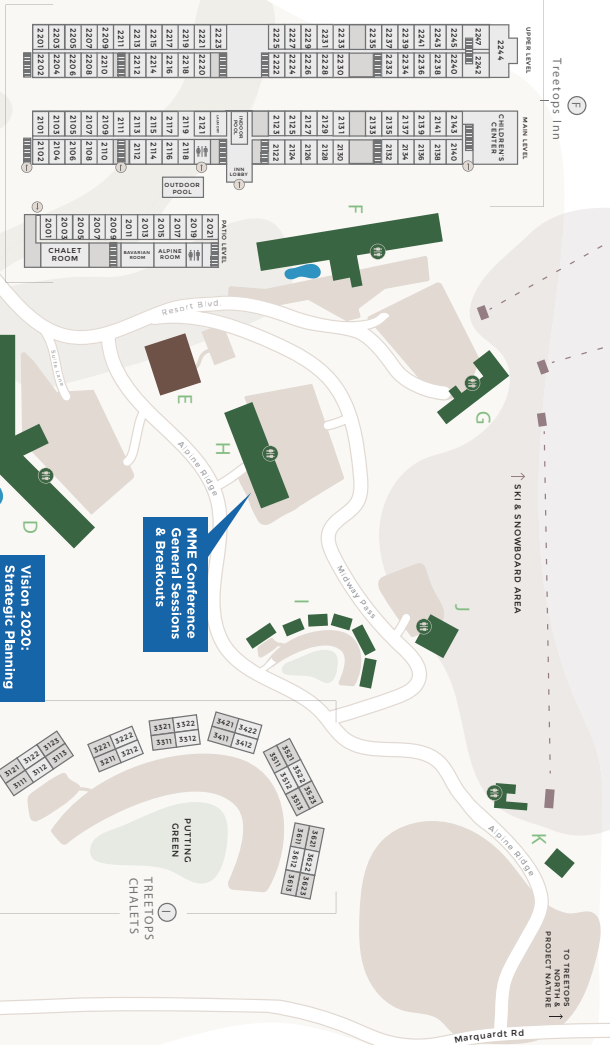
It is our promise to anticipate every detail, and every effort is made to ensure a seamless and unforgettable travel experience from arrival to departure!

**CONTACT & EMERGENCY INFORMATION**  
3962 Wilkison Rd, Caylord, MI 49735  
989-732-6711

## MAP LEGEND

- Main Buildings
- Road
- Parking Lot
- Ski Lifts
- Entrance/Exit
- ↑ Elevator
- ↑ Stairs
- ♿ Bathroom

- A** Jones Pro Shop & Treesops Lounge
- B** Treesops Jones Cottages
- C** Golf Academy, Indoor Golf
- D** Treesops Lodge Bar 81 & Treesops Spa Fitness Center
- E** Tennis Courts
- F** Treesops Inn, Children's Center, Arcade, Security Office
- G** Legends, Sports Bar, Hunter's Grille
- H** Convention Center & Sales
- I** Treesops Chalets
- J** Camp Sylvan & Halfway Cafe
- K** Rentals, Ski School



# 2019/20 Board of Directors

## **PRESIDENT**

Lynn Markland, Fenton

## **PRESIDENT-ELECT**

John Shay, Ottawa County

## **VICE PRESIDENT**

Rebecca Fleury, Battle Creek

## **IMMEDIATE PAST PRESIDENT**

Patrick K. Sullivan, Northville

## **DIRECTORS**

Ray D. Anderson, Norway

Thad M. Beard, Rockford

Shea S. Charles

Scott Erbis, Marquette County

Juan Ganum, Bridgman

Bridgette M. Gransden, Midland County

Michael Hughes, Sturgis

Timothy R. Klunder, Zeeland

Elaine Leven, Marine City

Dana Muscott, Bay City

Cameron Van Wyngarden, Plainfield Charter Township

Christian Wuerth, Milford

## **SECRETARY/TREASURER**

Summer Minnick, Michigan Municipal League

# WINTER INSTITUTE PLANNING COMMITTEE MEMBERS

Chair: Julius Suchy, Sparta

Vice Chair: Aaron Desentz, Eaton Rapids

Kim Awrey, Gaylord

Nate Geinzer, Brighton

Michael Hart, Fenton

Susan Montenegro, Leslie

Mark Rambo, Kentwood

Jonathan Seyferth, Coopersville

Ben Swayze, Cascade Charter Township

Christian Wuerth, Milford

Dene Westbrook, MML

# Thank You to Our Vendors

**44North**

**Baird**

**Baker Tilly Municipal Advisors**

**Bendzinski & Co. Municipal Finance Advisors**

**Burnham & Flower Insurance Group**

**CIB Planning**

**Dickinson Wright PLLC**

**Fishbeck**

**Fleis & VandenBrink**

**Giffels Webster**

**GovHR USA**

**Hutchinson, Shockey, Erley & Co.**

**Manquen Vance**

**Michigan Planners, Inc.**

**Michigan Rural Water Association**

**Miller Canfield**

**Municipal Employees' Retirement System of Michigan**

**OHM Advisors**

**PFM Financial Advisors LLC**

**Power Home Solar**

**Prein&Newhof**

**PSD—Research, Consulting, Software**

**ROWE Professional Services Company**

**Saginaw Valley State University**

**Spicer Group, Inc.**

**Suez Advanced Solutions**

**Wade Trim**



## Tuesday, January 28

### Noon-6:00 pm

#### Registration Open

Location: Convention Center Lobby

### 2:00-3:00 pm

#### Pre-Conference Workshop: Electric Vehicle Charging Stations in Gaylord

Location: Erie & Ontario, Convention Center

Hear from Gaylord officials as they discuss why they decided to bring EV charging stations to their community and how they worked with Consumers Energy to make it a reality.

Moderator: Kim Awrey, City Clerk/Assistant City Manager, Gaylord

Speakers: Joe Duff, City Manager, Gaylord

Kim Awrey, City Clerk/Assistant City Manager, Gaylord

Bethany Tabor, PowerMIDrive Program Lead, Consumers Energy

#### *ICMA Core Competencies*

CC 3: Functional and Operational Expertise and Planning

CC 6: Initiative, Risk Taking, Vision, Creativity, Innovation and

Continuous Improvement

CC 7: Technological Literacy

### 3:15-5:00 pm

#### Pre-Conference Workshop: Employment Law for Municipal Managers— Be on the Right Side of the Story

Location: Huron, Convention Center

Whether your municipality is large or small, union or non-union, one thing holds true over time—people do silly things. Learn how proper documentation techniques in hiring, performance evaluations, discipline, and discharge can be effective risk management for your organization. Proper documentation (from hire to fire) is how an employer tells its story and ensures it is on stable ground in the event of a lawsuit.

This session will also touch on case studies and issue spotting with the Family Medical Leave Act, Americans with Disabilities Act, Michigan Paid Medical Leave Act, and employee policy manuals.



Moderator: Julius Suchy, Village Manager, Sparta

Speaker: Sandra Andre, Associate Attorney, Miller Johnson

*ICMA Core Competencies*

CC 5: Performance Measurement/Management and Quality Assurance

CC 12: Human Resources Management

CC 17: Integrity

**5:30–7:30 pm**

**Welcome Reception**

Location: Michigan, Convention Center

**Sponsored by Baird**

## Wednesday, January 29

**8:00 am–5:00 pm**

**Registration Open**

Location: Convention Center Lobby

**Executive Coaching**

Location: Juniper & Aspen, Lodge

**8:00–9:00 am**

**Continental Breakfast & Networking Coffee Hour for All Attendees**

Location: Convention Center Lobby

Welcome to MME's 2020 Winter Conference! Get a jump start on networking by joining MME Board Members and leadership from each of the committees for coffee. Plenty of friendly faces will be on hand to help you make the most of your conference experience and your MME membership. \*ALL MEMBERS WELCOME\*

**9:00–9:15 am**

**Welcome & Opening Comments**

Location: Michigan & Superior, Convention Center

Speakers: Lynn Markland, President, MME; City Manager, Fenton  
William Wishart, Mayor, Gaylord



## 9:15–10:30 am

### **Opening General Session—Your Employees Are Your Community's Capital! Build Strong Organizations to Meet the Challenges Communities Face Today and in the Future**

Location: Michigan & Superior, Convention Center

Learn techniques to attract top talent in a full employment economy, including tapping into the potential in your own organization. This session will address what employees are seeking in an organization and how to attract them.

Moderator: Susan Montenegro, City Manager, Leslie

Speaker: Heidi Voorhees, President, GovHR USA

#### *ICMA Core Competencies*

CC 11: Financial Analysis

CC 12: Human Resources Management

CC 14: Advocacy and Interpersonal Communication

## 10:30–10:45 am

### **Break**

## 10:45–11:45 am

### **Breakout Sessions**

#### **Diversifying Your Workforce—Real Life Examples of how Communities Effectively Recruited a Diverse Workforce in a Tight Labor Market—including Public Safety!**

Location: St. Clair, Convention Center

In this session, you'll learn how to market your professional opportunities creatively and inexpensively; tap into the service mindset of potential employees; and retain and enhance a diverse workforce.

Moderator: Kim Awrey, Assistant City Manager/Clerk, Gaylord

Speaker: Heidi Voorhees, President, GovHR USA

#### *ICMA Core Competencies*

CC 1: Staff Effectiveness

CC 9: Inclusion

CC 12: Human Resources Management

## Negotiating Your Employment Contract

Location: Huron, Convention Center

What issues do city managers have to negotiate in a contract? What are the loopholes in the ICMA city manager contract model? All of these questions and more will be answered in this session.

Moderator: Aaron Desentz, City Manager, Eaton Rapids

Speakers: Shea S. Charles, Interim CEO, Michigan Municipal Services Authority

Steven H. Schwartz, Partner, Keller Thoma

### *ICMA Core Competencies*

CC 12: Human Resources Management

CC 14: Advocacy and Interpersonal Communication

CC 18: Personal Development

## What Lies Beneath: Developing a 30-Year Infrastructure Strategy for Michigan

Location: Erie & Ontario, Convention Center

Learn how the Michigan Infrastructure Commission (MIC) has been creating a culture of asset management across Michigan and how they plan to map out a strategic framework to address the critical need for statewide infrastructure improvements. This framework will encourage community discussion; guide prioritization; promote sound investments; review best practices and systems; and minimize citizen inconvenience through less digging, more coordination, and collaboration that can enhance planning and save costs.

Moderator: Jonathan Seyferth, City Manager, Coopersville

Speakers: John Weiss, Executive Director, Grand Valley Metropolitan Council; Chairman, Michigan Infrastructure Council

Jessica Moy, Executive Director, Michigan Infrastructure Council

Erin Kuhn, Executive Director, West Michigan Shoreline Regional Development Commission

### *ICMA Core Competencies*

CC 2: Policy Facilitation

CC 4: Citizen Service

CC 8: Democratic Advocacy and Public Engagement



## 12:00–1:00 pm

### Lunch

Location: Michigan & Superior, Convention Center

## Recognition of 16/50 Program Participants

### Vision 2020: Strategic Planning Update

Speaker: The Nonprofit Spot

## 1:00–2:30 pm

### General Session—I.T. That Goes Bump in The Night

Location: Michigan & Superior, Convention Center

Cyber criminals make a living preying on the weaknesses in our technology. Many of the technology-embedded products we use every day lack security design to keep us safe from attack. It has been estimated that ransomware damages topped \$8 billion in 2018 alone and with 23 percent of ransomware attacks targeted. It is time to get serious about cyber security. This session dives into what attacks look like, who might be behind them, some of the devices targeted, and methodologies used by cyber-thieves.

Moderator: Mike Hart, Assistant City Manager, Fenton

Speaker: Ryan Carter, Senior Information Technology Consultant,  
Maner Costerisan

#### *ICMA Core Competencies*

CC 3: Functional and Operational Expertise and Planning

CC 5: Performance Measurement/Management and  
Quality Assurance

CC 7: Technological Literacy

## 2:00–4:00 pm

### Vision 2020: Strategic Planning Focus Groups

Location: Signature Board Room, Lodge

## 2:30–2:45 pm

### Break

**2:45-4:00 pm**

**Breakout Sessions**

**Bring Your Best Self to the Job Search—Get Resume and Interviewing Tips from a Recruiter Who Has Spent the Last 19 Years Reviewing Resumes and Observing Interviews**

Location: St. Clair, Convention Center

In this session, you'll learn why qualified candidates do not get the job; key missteps in interviewing with elected officials; and how to convey who you really are in an interview.

Moderator: Ben Swayze, Manager, Cascade Township

Speaker: Heidi Voorhees, President, GovHR USA

*ICMA Core Competencies*

CC 15: Presentation Skills

CC 18: Personal Development

**Kent County Crisis Intervention Team: A Community-Based Model for Engaging Mental Illness**

Location: Huron, Convention Center

Learn how a collaboration of law enforcement, acute care facilities, psychiatric care facilities, and community mental health providers have successfully implemented what is nationally known as the Memphis Model in Kent County, to provide better care for adults with mental illness by reducing misdirection, conserving resources, and addressing critical needs. The Memphis Model combines several insights that revolutionized how individuals with mental illness in crisis would be approached by police officers and effectively routed to appropriate mental health care facilities rather than jail.

Moderator: Mark Rambo, Deputy City Administrator, Kentwood

Speakers: Mark Herald, Director of Public Safety, East Grand Rapids

Greg Long, Chief of Police, Walker

Ross Buitendorp, Director of Network Services, Network 180,  
Kent County Community Mental Health Authority

*ICMA Core Competencies*

CC 2: Policy Facilitation

CC 4: Citizen Service

CC 9: Inclusion



## Understanding Cybersecurity

Location: Erie & Ontario, Convention Center

From viruses to adware and spam, there is a seemingly endless list of cybersecurity concerns to consider. Find ways to address the list with best practices for protecting data from cyberattacks through password maintenance, firewalls, ad filtering, usage monitoring, and more!

Moderator: Mike Hart, Assistant City Manager, Fenton

Speaker: Ryan Carter, Senior Information Technology Consultant,  
Maner Costerisan

*ICMA Core Competencies*

CC 3: Functional and Operational Expertise and Planning

CC 7: Technological Literacy

CC 13: Strategic Planning

## 5:30-7:00 pm

### Past Presidents' Dinner—Invitation Only

Location: The Sugar Bowl  
216 W Main St., Gaylord, MI 49735

## 6:00-8:00 pm

### NextGen Dinner—Pre-registration Required

Location: The Iron Pig Smokehouse  
143 W Main St., Gaylord, MI 49735

***Affiliate Members are not eligible to attend.***

**Sponsored by Baird**

## Thursday, January 30

**8:00 am–5:00 pm**

### **Registration Open**

Location: Convention Center Lobby

### **Executive Coaching**

Location: Juniper & Aspen, Lodge

**8:00–9:00 am**

### **Continental Breakfast**

Location: Convention Center Lobby

**8:45–9:15 am**

### **ICMA Update**

Location: Michigan & Superior, Convention Center

Speaker: Cheryl Hilvert, ICMA Midwest Regional Director

**9:15–10:30 am**

### **General Session—Critical Conversations as Leadership—Driving Change with Card Talk**

Location: Michigan & Superior, Convention Center

Michigan State University Communications Professor William Donohue, Ph.D. looks at communication as a card game. Effective communication is about selecting the right card, or cards, from your communication deck, for the game being played. Stepping back and reflecting on our conversations as local government leaders, it is easy to find examples where the wrong card has been played at the wrong time. Learn how to identify your communication style, the cards in your deck, how to develop “missing cards,” and walk away with the fundamentals that provide the foundation for breakout sessions on the Employee Evaluations Game and the Collective Bargaining Game.

Moderator: Nate Geinzer, City Manager, Brighton

Speaker: Dr. William Donohue, Ph.D., Professor of Communications, Michigan State University

#### *ICMA Core Competencies*

CC 2: Policy Facilitation

CC 6: Initiative, Risk Taking, Vision, Creativity, Innovation and Continuous Improvement

CC 14: Advocacy and Interpersonal Communication

**10:30–10:45 am**

**Break**

**10:45 am–4:30 pm**

**Vision 2020: Strategic Planning Focus Groups**

Location: Signature Board Room, Lodge

**10:45–11:45 am**

**Breakout Sessions**

**Applying Card Talk to the Employee Evaluations Game**

Location: Huron, Convention Center

Employee evaluations can be uncomfortable, but necessary, critical conversations for new and seasoned leaders alike. Our staff, particularly our management teams, are a city manager's most important ally when it comes to implementing the policies and priorities of elected bodies. An effective employee evaluation is less about job performance and more about the professional growth opportunities that can be identified throughout the employee's performance. Oftentimes, identifying professional growth opportunities can place both manager and employee in a challenging situation where playing the wrong cards can lead to conflict. Learn how to apply Card Talk to ensure mutually effective and beneficial employee evaluations.

Moderator: Nate Geinzer, City Manager, Brighton

Speaker: Dr. William Donohue, PH.D., Professor of Communications,  
Michigan State University

*ICMA Core Competencies*

CC 2: Policy Facilitation

CC 12: Human Resources Management

CC 14: Advocacy and Interpersonal Communication

**Save Millions—Work Together**

Location: Erie & Ontario, Convention Center

The Village of Spring Lake and Spring Lake Township have developed a culture of cooperation. By sharing staff and equipment, they provide better service at a lower cost.



Grand Ledge, DeWitt, and DeWitt Township, are working together to improve talent retention, attraction, and succession planning through their multi-jurisdictional building services department. Grand Ledge also has a successful partnership with their school district for a community recreation program.

Moderator: Jonathan Seyferth, City Manager, Coopersville

Speakers: Christine Burns, Village Manager, Spring Lake

Andrew Dymczyk, Township Manager, DeWitt Charter Township

Gordon Gallagher, Township Manager, Spring Lake Township

Adam Smith, City Manager, Grand Ledge

***ICMA Core Competencies***

CC 3: Functional and Operational Expertise and Planning

CC 6: Initiative, Risk Taking, Vision, Creativity, Innovation  
and Continuous Improvement

CC 11: Financial Analysis

**Lead Level Exceedance Panel**

Location: St. Clair, Convention Center

Coming to a community near you, lead level testing results above 15ppb! In this session, you'll learn about required responses during action level exceedance: informing all water customers within three business days; dealing with the social media frenzy; partnerships with state and local health departments; and keeping ones' sanity through it all. Panelists share their stories.

Moderator: Susan Montenegro, City Manager, Leslie

Speakers: Susan Montenegro, City Manager, Leslie

Ken Hibl, City Manager, Clare

Shannan Deater, Public Services Programs Manager, Kalamazoo

Torri Mathes, Community Engagement Officer, Berkley

***ICMA Core Competencies***

CC 2: Policy Facilitation

CC 4: Citizen Service

CC 5: Performance Measurement/Mang. and Quality Assurance

### Noon-1:00 pm

#### Lunch & MME Annual Business Meeting

Location: Michigan & Superior, Convention Center

Facilitator: Lynn Markland, President, MME; City Manager, Fenton

#### MME Committee Updates

Updates on current committee work, topics, and issues

### 1:15-2:45 pm

#### General Session: Novel Approach to Improving Health, Safety and Wellness in Employees: Robertson Brain Health

Location: Michigan & Superior, Convention Center

The City of Kalamazoo and County of Ottawa sought to combat increases in health insurance and stress within the workforce; improve employee retention; and increase the value of health and wellness program expenditures. To accomplish those goals, they implemented a program that focuses on predictive analytics to tailor health and performance programs specific for the individuals and the agencies. This session focuses on the techniques, individual responses to the program, and agency program outcomes.

Moderator: Dan Swallow, City Manager, Tecumseh

Speakers: Al Vanderberg, Administrator, Ottawa County

Dr. Joel Robertson, CEO, Robertson Health

Karianne Thomas, Public Safety Chief, Kalamazoo

*ICMA Core Competencies*

CC 1: Staff Effectiveness

CC 12: Human Resources Management

### 2:45-3:00 pm

#### Break

**3:00–4:30 pm****Breakout Sessions****Applying Card Talk to the Collective Bargaining Game**

Location: Erie &amp; Ontario, Convention Center

Growing pension and OPEB liabilities, due in part to lowering assumptions, are a fiscal reality. Many communities will head to the collective bargaining table to help address mounting fiscal pressures. These tough, but necessary, conversations can become overwhelmed by emotions, where facts and data matter very little. Learn how to apply Card Talk to navigate these critical and oftentimes emotional conversations toward a collaborative solution.

Moderator: Nate Geinzer, City Manager, Brighton

Speaker: Dr. William Donohue, Ph.D., Professor of Communications,  
Michigan State University*ICMA Core Competencies*

CC 1: Staff Effectiveness

CC 5: Performance Measurement/Management  
and Quality Assurance

CC 12: Human Resources Management

**Michigan Economic Development Corporation (MEDC)  
Strategic Plan & Updates**

Location: St. Clair, Convention Center

MEDC is evolving its mission, vision, guiding principles, and strategic focus areas, as well as its focus and regional impact industries to create long-term economic opportunities in all corners of Michigan. These changes will position MEDC at the forefront of best practices for high-impact economic development organizations. Join this session to hear about MEDC's updated strategic plan, which aims to position Michigan at the leading edge of economic development in the nation.

Moderator: Neil Rankin, City Manager, Montrose

Speaker: Amanda Bright McClanahan, Chief Operating Officer, MEDC

*ICMA Core Competencies*

CC 2: Policy Facilitation

CC 5: Performance Measurement/Management  
and Quality Assurance

CC 14: Advocacy and Interpersonal Communication



## **A Recipe for Growth: Discovering the Ingredients of a Successful Tax Proposal**

Location: Huron, Convention Center

While no community or tax proposal is the same, there are shared elements found in every successful tax proposal. When executed correctly, these elements can yield positive outcomes and growth in your community. Come learn about the key ingredients of a tax proposal and how local government can be an effective partner.

Moderator: Mark Rambo, Deputy City Administrator, Kentwood

Speaker: Stephen Faber, West Michigan Team Leader, Byrum & Fisk  
Advocacy Communications

### *ICMA Core Competencies*

CC 8: Democratic Advocacy and Public Engagement

CC 13: Strategic Planning

CC 16: Media Relations

## **5:00–7:00 pm**

### **Vendor Reception**

Location: Birch, Lodge

## **7:30–10:30 pm**

### **Managers Activity—Team Trivia**

Location: Oak, Lodge

Please join your colleagues for an evening of Team Trivia and music at the resort.

**Sponsored by Baird**

## Friday, January 31

**8:00–9:00 am**

**Breakfast**

Location: Michigan & Superior, Convention Center

**9:00–10:00 am**

**Legislative Update**

Location: Michigan & Superior, Convention Center

Moderator: Julius Suchy, Village Manager, Sparta

Speakers: Chris Hackbarth, Director, State & Federal Affairs,  
Michigan Municipal League

Deena Bosworth, Director of Governmental Affairs,  
Michigan Association of Counties

Judy Allen, Government Relations Director, Michigan  
Townships Association

*ICMA Core Competencies*

CC 2: Policy Facilitation

CC 14: Advocacy and Interpersonal Communication

**10:00–10:15 am**

**MME Awards & Recognition of Patriarche Distinguished Service  
Award Winner**

Location: Michigan & Superior, Convention Center

**10:15–11:30 am**

**Closing General Session—Getting Ahead of the Issues**

Location: Michigan & Superior, Convention Center

The best time to proactively manage today's pressing issues is now! Polco/ National Research Center experts will reveal critical information on local and national trends that most impact local governments in Michigan. Participants will discuss challenges and solutions to topics including demographics, technology, service demands, engagement, 21st century work skills, and more. Join this interactive session which will include breaking out in groups to brainstorm strategies for the issues of most interest.



Moderator: Christian Wuerth, Village Manager, Milford

Speakers: Michelle Kobayashi, Senior Director of Innovation, Polco/  
National Research Center

Cory Poris Plasch, Vice President of Customer Success,  
Polco/National Research Center

Angelica Wedell, Communications and Marketing Director,  
Polco/National Research Center

*ICMA Core Competencies*

CC 4: Citizen Service

CC 8: Democratic Advocacy and Public Engagement

CC 15: Presentation Skills

**Noon-1:00 pm**

**MME Board of Directors Meeting**

Location: Erie, Convention Center

## MARK YOUR CALENDAR!

### **Michigan Municipal League CapCon 2020**

March 24-25, 2020, Lansing

### **Michigan Municipal Executives Summer Workshop**

July 28-31, 2020, Frankenmuth

### **ICMA 106<sup>th</sup> Annual Conference**

September 23-26, 2020, Toronto, Canada

### **Michigan Municipal League Annual Convention**

September 30-October 2, 2020, Mackinac Island

### **Michigan Municipal Executives Winter Institute**

January 26-29, 2021, Grand Valley State University, Grand Rapids



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## Tuesday, January 28

Noon–6:00 pm	Registration Open	Convention Center Lobby
2:00–3:00 pm	Electric Vehicle Charging Stations	Erie & Ontario, Convention Center
3:15–5:00 pm	Employment Law for Municipal Managers	Huron, Convention Center
5:30–7:30 pm	Welcome Reception	Michigan, Convention Center

## Wednesday, January 29

8:00–5:00 pm	Registration Open	Convention Center Lobby
8:00–5:00 pm	Executive Coaching	Juniper & Aspen, Lodge
8:00–9:00 am	Continental Breakfast & Coffee Hour	Convention Center Lobby
9:00–10:30 am	Opening General Session	Michigan & Superior, Convention Center
10:45–11:45 am	Breakout Sessions	
	Diversifying Your Workforce .....	St. Clair, Convention Center
	Negotiating Your Employment Contract .....	Huron, Convention Center
	What Lies Beneath: Developing a 30-Year Infrastructure .....	Erie & Ontario, Convention Center
Noon–1:00 pm	Lunch	Michigan & Superior, Convention Center
1:00–2:30 pm	General Session	Michigan & Superior, Convention Center
2:00–4:00 pm	Vision 2020: Focus Groups	Signature Board Room, Lodge
2:45–4:00 pm	Breakout Sessions	
	Bringing Your Best Self to the Job Search.....	St. Clair, Convention Center
	Kent County Crisis Intervention Team .....	Huron, Convention Center
	Understanding Cybersecurity .....	Erie & Ontario, Convention Center
5:30–7:00 pm	Past Presidents' Dinner—Invitation Only	The Sugar Bowl, Gaylord
6:00–8:00 pm	NextGen Dinner—Pre-Registration Required	The Iron Pig, Gaylord

## Thursday, January 30

8:00 am–5:00 pm	Registration Open	Convention Center Lobby
8:00 am–5:00 pm	Executive Coaching	Juniper & Aspen, Lodge
8:00–9:00 am	Continental Breakfast	Convention Center Lobby
8:45–9:15 am	ICMA Update	Michigan & Superior, Convention Center
9:15–10:30 am	General Session	Michigan & Superior, Convention Center
10:45 am–4:30 pm	Vision 2020: Focus Groups	Signature Board Room, Lodge
10:45–11:45 am	Breakout Sessions	
Applying Card Talk to Employee Evaluations Game .....		Huron, Convention Center
Saving Millions—Work Together .....		Erie & Ontario, Convention Center
Lead Level Exceedance Panel .....		St. Clair, Convention Center
Noon–1:00 pm	Lunch & Annual Meeting	Michigan & Superior, Convention Center
1:15–2:45 pm	General Session	Michigan & Superior, Convention Center
3:00–4:30 pm	Breakout Sessions	
Applying Card Talk to the Collective Bargaining Game .....		Erie & Ontario, Convention Center
MEDC Strategic Plan & Updates .....		St. Clair, Convention Center
A Recipe for Growth: Ingredients of a Successful Tax Proposal .....		Huron, Convention Center
5:00–7:00 pm	Vendor Reception	Birch, Lodge
7:30–10:30 pm	Managers Activity—Team Trivia	Oak, Lodge

## Friday, January 31

8:00–9:00 am	Breakfast	Michigan & Superior, Convention Center
9:00–10:00 am	Legislative Update	Michigan & Superior, Convention Center
10:00–10:15 am	MME Awards	Michigan & Superior, Convention Center
10:15–11:30 am	Closing General Session	Michigan & Superior, Convention Center
Noon–1:00 pm	MME Board of Directors Meeting	Erie, Convention Center



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