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## AGENDA

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**Twitter:**

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#MiMuniExecs
Thank You Sponsors!

Welcome Reception, NextGen Dinner, and Managers Activity

Silver

Bronze

Program Sponsor
2019/20 Board of Directors

PRESIDENT
Lynn Markland, Fenton

PRESIDENT-ELECT
John Shay, Ottawa County

VICE PRESIDENT
Rebecca Fleury, Battle Creek

IMMEDIATE PAST PRESIDENT
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Scott Erbisch, Marquette County
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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, PowerMIIDrive 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 & 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 106th 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
**Tuesday, January 28**

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<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>Noon–6:00 pm</td>
<td>Registration Open</td>
<td>Convention Center Lobby</td>
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<td>2:00–3:00 pm</td>
<td>Electric Vehicle Charging Stations</td>
<td>Erie &amp; Ontario, Convention Center</td>
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<td>3:15–5:00 pm</td>
<td>Employment Law for Municipal Managers</td>
<td>Huron, Convention Center</td>
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<td>5:30–7:30 pm</td>
<td>Welcome Reception</td>
<td>Michigan, Convention Center</td>
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**Wednesday, January 29**

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