



Wednesday, October 5

PRE-CONFERENCE EVENTS

1:00 – 4:00 P.M.	GOLF SCRAMBLE
2:00 – 4:00 P.M.	PONTOON OUTING
3:00 – 5:00 P.M.	REGISTRATION
5:00 – 6:00 P.M.	RECEPTION AT BEAR PINE Main Lodge
6:00 – 7:00 P.M.	DINNER Ruby's Dining Room
7:00 – 9:00 P.M.	SOCIAL TIME/NETWORKING – HOSPITALITY CABIN Sponsored by MACA/MCHRMA Executive Committees

Thursday, October 6

7:00 – 8:00 A.M.	BREAKFAST Ruby's Dining Room
8:00 – 8:15 A.M.	WELCOME AND INTRODUCTIONS Isle of Pines
8:15 – 9:30 A.M.	NO NONSENSE RETENTION: THE SUCCESS FORMULA FOR BUILDING EMPLOYEE LOYALTY Isle of Pines

Jeff Kortez, Human Asset Management LLC Founder

Have you ever wondered why some bosses and organizations have people who are incredibly loyal to them and who will do anything for them while others have a revolving door of employee turnover? Those bosses and organizations people want to follow show their employees caring, respect, appreciation and praise. Jeff provides a “headhunter’s” insight into why some employees are loyal and others work only to get a paycheck. Through real-life stories and interactive participation, Jeff has created a program which helps participants understand how to demonstrate caring, respect, appreciation, and praise, so that they can systematically build employee loyalty in their organization.

Jeff’s unique insight will enable participants to leave the session with actionable steps to begin building employee loyalty and drive retention in their department or organization while participating in a program with realistic takeaways that will resonate with attendees.

9:30 – 9:45 A.M.

BREAK

9:45 – 10:45 A.M.

DRIVING ENGAGEMENT AND RETENTION THROUGH WORKFORCE ANALYSIS

Jessica Nikunen, Gallagher Benefits Services Area Vice President

Heather Eastman, Gallagher HR & Compensation Consulting Area Vice President

A massive generational shift in the workforce is underway. Specifically, it is projected that by 2025 75% of our workforce will be comprised of Millennials and Gen Z. There is also a significant racial shift underway within the Minnesota labor force. With substantial demographic shifts employee expectations change. Values shift. Priorities are re-ordered. Innovation and adaptation are necessary to compete for talent and to ensure operational continuity through retention of your workforce.

Total Rewards are your organization’s value proposition for employees – a mix of pay, benefit choices, career development, culture, and rewards and recognition that reflect life and career stages and intrinsic values and compel employees to provide your organization with their time, knowledge, energy and loyalty.

In this session we will discuss the demographic shifts underway, implications for Total Rewards, and practical strategies your organization can apply to:

- Analyze and understand your workforce
- Evolve your Total Rewards offering to facilitate effective recruitment, increased retention, and improved workplace culture and engagement.

10:45 – 11:00 A.M.

BREAK

11:00 A.M. – 12:00 P.M.

AMC UPDATE

Isle of Pines

Julie Ring, AMC Executive Director

12:00 – 1:00 P.M.

LUNCH

Ruby’s Dining Room

1:00 – 2:30 P.M.

MACA: Managing Difficult Conversations

The Point

Pam Whitmore

Kennedy & Graven, Chartered

MCHRMA

Investigations, Discharge and Discipline and Violation of Professional Boundaries

Isle of Pines

A fair and thorough investigation is crucial in any disciplinary matter. Learn how to avoid common pitfalls seen in investigations to ensure that discipline is sustainable in grievance arbitration forum, particularly when individuals violate professional boundaries.

Susan Hansen, Attorney

Madden Galanter Hansen, LLP

2:30 – 3:00 P.M.

ICE CREAM BREAK

The Point

3:00 – 4:30 P.M.

THE SECRET PLAYBOOK FOR EMPLOYEE RETENTION

Jeff Kortez, Human Asset Management LLC Founder

Have you ever wondered why some bosses and organizations are retention magnets? The answer...they ingrain the 8 key elements of employee retention throughout their entire leadership structure.

Jeff provides a “headhunter’s” insight into the thoughts and reasoning of employees who decide or are contemplating leaving their jobs in various organizations as he reveals the 8 secrets that drive employee retention. Through humorous, real-life stories and interactive participation, Jeff has created a program which helps participants discover ways to gain a competitive edge when trying to retain talent.

Because Jeff is a “headhunter” in addition to having 25 years in human resources leadership roles prior to starting his own company, he gives you an eye-opening glimpse into what motivates solid performers to consider leaving their employers and what gets them thinking “the grass is greener” on the other side of the fence.

5:00 – 6:00 P.M.

SOCIAL HOUR AT BEAR PINE

Main Lodge

6:00 – 7:00 P.M.

DINNER

Ruby’s Dining Room

7:00 – 9:00 P.M.

SOCIAL TIME/NETWORKING– HOSPITALITY CABIN – CABIN 620

Friday, October 7

7:00 – 8:30 A.M.

BREAKFAST

Ruby’s Dining Room

8:30 – 9:30 A.M.

COUNTIES AND EDIBLE CANNABINOID PRODUCTS

9:30 – 9:45 A.M.

BREAK

9:45 – 10:45 A.M.

<p>MACA: County Operations Best Practices Roundtable The Point</p>	<p>MCHRMA</p> <p>Just Because You Can, Does Not Mean You Should: Providing Medical Coverage Through Union Plans Isle of Pines</p> <p>Although there is statutory authority to provide medical coverage through multiemployer (union) plans, there are risks associated with doing so. This session will focus on the types of things a County should consider when investigating whether to provide medical coverage for some or all of its employees through a non-governmental plan, including (1) compliance with COBRA, state continuation, 299A, retiree coverage, nondiscrimination, COVID emergency requirements, and more; and (2) bargaining strategies, including protective language.</p> <p>Presenters: Darcy Hitesman, Esq., Hitesman Law, P.A. Founder Amy Diedrich, CEBS, CSR, Public Sector Specialist Marsh McLennan Agency (MMA)</p>
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10:45 A.M. - 12:00 P.M.

CONCURRENT SESSIONS

- **MACA BUSINESS MEETING** - Isle of Pines
- **MCHRMA BUSINESS MEETING** - The Point

12:00 P.M.

CLOSING REMARKS/ADJOURN

LUNCH

Ruby's lunch buffet (to-go boxes available)