



WEDNESDAY, OCTOBER 4, 2023

Pre-Conference events

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 #620

THURSDAY, OCTOBER 5, 2023

7:00 - 8:00 A.M.	BREAKFAST Ruby's Dining Room
8:00 - 8:15 A.M.	WELCOME AND INTRODUCTIONS Isle of Pines & Bird Island
8:15 - 9:30 A.M.	THE STATE OF TODAY AND THE EFFECT ON THE STATE OF TOMORROW Isle of Pines & Bird Island David Limardi, Principal Consultant, Limardi Consulting LLC This presentation focuses on the current environment in which organizational leaders lead and certain roadblocks to sustained success that leaders should be aware of. The presentation will include: <ol style="list-style-type: none">1. 5 Foundational Public Sector Organizational Leadership Data Points2. The Current Work Environment Roadblocks to Sustained Success3. Reflection on the Data and its Impact.
9:30 - 9:45 A.M.	BREAK
9:45 - 11:00 A.M.	AMC UPDATE Isle of Pines & Bird Island Julie Ring, AMC Executive Director

11:00 A.M.- 12:00 P.M.

LEADERSHIP PRESSURES

Isle of Pines & Bird Island

David Limardi, Principal Consultant, Limardi Consulting LLC

This presentation focuses on what is leadership pressure, how does an organizational leader withstand the pressures of the job and what criteria and process can be used to elevate performance and keep the pressures within an acceptable range. The presentation will include:

1. Identify Leadership Pressure Basics
2. How to be Willing, Prepared, Equipped & Capable

12:00 - 1:00 P.M.

LUNCH

Ruby's Dining Room

1:00 - 2:00 P.M.

UNION NEGOTIATIONS

Isle of Pines & Bird Island

Johnny Villarreal, Commissioner of Minnesota Bureau of Mediation Services

The Bureau of Mediation Services administers the Public Employment Labor Relations Act, the Minnesota Labor Relations Act, the Charitable Hospital Act, and portions of the Minnesota Labor Union Democracy Act. The mission of BMS is to improve the quality and character of Minnesota's labor-management relationships so that labor disputes are kept to a minimum and constructive relationships contribute to the economic development of Minnesota.

2:00 - 2:15 P.M.

BREAK

2:15 - 3:00 P.M.

HOW THE 2023 LEGISLATIVE SESSION CHANGED COUNTY EMPLOYMENT

Isle of Pines & Bird Island

Dakota County Staff

3:00 - 4:00 P.M.

NEW COUNTY SALARY SURVEY

Isle of Pines & Bird Island

Gallagher Staff

Since fall of 2022, AMC, has been working with LMC and Metro Cities to find a new vendor for the Local Government Salary & Benefits Survey.

The new 2023 salary survey includes additional analysis tools that local governments can use to evaluate and present salary and benefits data. This session will review how counties can navigate the survey results and maximize the new analysis tools available to their agencies.

4:30 - 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 620

MACA-MCHRMA Fall Conference 2023

FRIDAY, OCTOBER 6, 2023

7:00 - 8:30 A.M.

BREAKFAST

Ruby's Dining Room

8:00 - 9:30 A.M.

MACA BUSINESS MEETING

Isle of Pines & Bird Island

8:30 - 9:30 A.M.

MCHRMA BUSINESS MEETING

The Point

9:30 - 9:45 A.M.

BREAK

9:45 - 10:45 A.M.

CONCURRENT SESSIONS

MACA: THE ROLE OF LOCAL GOVERNMENT IN NATIONAL SECURITY

Isle of Pines & Bird Island

Ben Rittmiller, Asst. Special Agent in Charge, MN Fusion Center, BCA

Deepak Kukade, Criminal Intelligence Analyst, MN Fusion Center, BCA

In this session, attendees will learn how county leaders can play a proactive role in promoting national security. Representatives from Minnesota's Fusion Center will share the work of the Center in collecting, evaluating, analyzing and disseminating information regarding organized criminal, terrorist and all-hazards activity in Minnesota. The session will review opportunities for local government leaders to stay engaged in our evolving national security environment.

MCHRMA: ARE YOU READY FOR EARNED SICK & SAFE TIME (ESST)?

The Point

Susan Hansen, Attorney at Law, Madden Galanter Hansen, PLLC

Minnesota's new Earned Sick and Safe Time (ESST) leave provisions go into effect January 2024. Are you ready? Learn about the new law, strategic decisions to make, as well as policies and notices you will need to implement.

10:45 A.M. - 12:00 P.M.

A WHOLE NEW MEANING TO 'TAKING A SMOKE BREAK': CANNABIS RESTRICTION IN THE WORKPLACE AND COMMUNITY

Isle of Pines & Bird Island

Ann Goering, Attorney at Law, Ratwik, Rosak & Maloney

Joseph Langel, Attorney at Law, Ratwik, Roszak & Maloney

This presentation will address policy changes to include zoning issues related to cannabis, exemptions for certain positions, federal requirements, off-duty use of cannabis, and disciplining employees for possessing or being under the influence of cannabis in the workplace.

12:00 P.M.

ADJOURN

LUNCH

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