

MACA-MCHRMA Fall Conference

October 3 - 5, 2018  Puttger's Bay Lake Lodge

Wednesday, October 3

PRE-CONFERENCE EVENTS

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| 1:00 - 4:00 P.M. | GOLF SCRAMBLE - ALEC'S NINE (\$10 CART FEE) |
| 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 4

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| 7:00 - 8:00 A.M. | BREAKFAST
Ruby's Dining Room |
| 8:00 - 8:15 A.M. | WELCOME AND INTRODUCTIONS |
| 8:15 - 9:00 A.M. | AMC UPDATE
Julie Ring, AMC Executive Director |
| 9:00 - 11:00 A.M. | DRIVING PERFORMANCE THROUGH IMPROVED EMPLOYEE ENGAGEMENT
Isle of Pines
Bob Lavigna, Director, Center for Public Sector Employee Engagement, CPS HR Consulting
<p>Public sector organizations across the nation are under enormous pressure to maintain and improve performance, while at the same time doing more with less. Research has convincingly shown that improving employee engagement will drive higher levels organizational performance.</p> |

This session will focus on what employee engagement is and why it matters, particularly in government; why measuring employee engagement is important, how to measure and analyze the level of engagement, and how to act on the results; what public sector organizations have done to improve and sustain engagement; and building a culture of engagement.

Thursday, Continued.

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

<p>MACA: Wright County Records and Data Management The Point</p> <p>Why Data Retention Doesn't Need to be Scary</p> <ul style="list-style-type: none">• Lee Kelly, Wright County Administrator• Adam Tagarro, Wright County IT Director• Scott Larson, Wright County Records Management Analyst <p>Counties have seen an influx of legislative proposals targeting longer and more uniform email retention schedules that pose significant storage costs and redaction time. Wright County has recently implemented e-mail management policies that respect transparency while balancing government cost and efficiency. Learn more about Wright County efforts around records retention and the considerations that drive retention policy development.</p>	<p>MCHRMA: The Janus decision: The History, the Decision and Where We Go From Here? Isle of Pines</p> <p>Ann R. Goering, Attorney, Ratwik, Roszak Maloney, P.A.</p> <p>This presentation will review the U.S. Supreme Court's decision in Janus v. AFSCME Council 31, the continuing duty of fair representation imposed on unions in Minnesota as exclusive representatives under PELRA, obligations of employers, how to respond to questions and challenges by employees, and anticipated changes ahead.</p>
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12:00 - 1:00 P.M.

LUNCH

Ruby's Dining Room

1:00 – 2:00 P.M.

JOINT SESSION: PARTNERING WITH METRO STATE

Isle of Pines

- **Francis Schweigert, Professor, Inaugural Dean**
- **Raj Sethuraju, Associate Professor**
- **Lesli Blair, Assistant Professor**
- **Beth Schaefer, Director of the Institute for Professional Development**
- **Crystal Fashant, Associate Professor**

This panel will introduce examples of partnership and education opportunities available to counties through AMC's work with Metropolitan State University. The panel will discuss Metropolitan State's Evidence-based Practices Certificate Program, the Public Sector Supervision Certificate series, and connections to attract graduate students to county government through final capstone projects.

2:00 – 2:30 P.M.

ICE CREAM & PIE BREAK

Church Island

2:30 – 4:30 P.M.

BUILDING THE CAPACITY TO ATTRACT & RETAIN EMPLOYEES AND SERVE CONSTITUENTS FROM DIVERSE BACKGROUNDS

Isle of Pines

Kevin Skwira-Brown and Michelle Robertson, Cultural Fluency Associates LLP

For county services to remain relevant and vibrant as communities evolve and become more diverse, they must enhance their ability to extend the genuine welcome that is central to attracting and retaining a diverse workforce and serving a diverse constituency. Understanding how privilege and oppression play out in unintended ways is essential if we are to create environments where all feel welcome. This workshop will discuss privilege in a way that sidesteps the guilt and defensiveness that too often accompanies such discussions. You will leave with clarity as to what privilege is, how it shows up and what you can do to promote an environment that serves the entire community.

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 5

7:00 – 8:30 A.M.

BREAKFAST

Ruby's Dining Room

8:30 – 10:00 A.M.

CONCURRENT SESSIONS

MACA: Social Media

Isle of Pines

**Reggie Evans, Digital Communications Specialist,
Hennepin County**

This presentation will provide a roadmap of social media strategies for counties across Minnesota. The session will include tips on how to create content that: connects residents to your county's vital services and initiatives, highlights your employees who make the work of the county possible, and tells your county's story.

MCHRMA: PERA Update

The Point

**Shana Jones, Policy Director and Luis Argueta,
Employer Communications Coordinator**

A refresher on PERA plan basics, common employer questions, a review of recent legislative changes, an update on funding status, and what's on the horizon.

10:00 – 10:15 A.M.

BREAK

10:15 A.M. – 12:00 P.M. BUSINESS MEETINGS

MACA

Isle of Pines

MCHRMA

The Point

12:00 P.M.

CLOSING REMARKS/ADJOURN

LUNCH

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