



### **New Tools for Tax Compliance**

Counties are often times required to spend time and money collecting revenue from taxpayers who have not paid their required taxes and fees. Attend this workshop and learn of more efficient techniques through big data available to local units of government on how to collect taxes, a new process for mobiles homes and even the ability intercept income taxes to collect local taxes and fees.

### **Achieving Wellness in a Self-Insured Plan**

The programs listed below have allowed Hamilton County employees to be more proactive in considering preventative care rather than costly treatment. The program designs reduce insurance expenditures, absenteeism and increases morale within county government. The Hamilton County Health Center is provided at no cost for employees on the PPO plan and a much reduced rate for employees on the HDHP. The presentation will explain how the plans and programs were developed, implemented and brought success in cost containment of tax dollars and employee retention for Hamilton County government, advocacy programs such as wellness, nutritional counseling, medication therapy, respiratory therapy, online wellness portal. Attend and learn about county health benefits bench marking on a statewide basis.

### **Safeguarding Your Public Image on Social Media**

Counties and county officials can no longer afford to ignore social media. What are the best practices for balancing the public's interest in information with your county's legal interests, while also safeguarding your reputation as well as your reputation as a county official? What should you do when your legal counsel and public relations counsel offer conflicting opinions about how to respond to a crisis, especially when your constituents are blathering away on their Facebook pages, Twitter accounts, etc. about the developing crisis? What are the risks with asking an intern or Facebook savvy employee to handle your social media accounts? So many questions, and, yes, we have answers!

### **Opioids & Mental Health – There’s more to the Crisis than Just Needle Exchanges**

In just one year, over one million Americans needed hospital care for opioid-related issues. Counties across the state are struggling to combat the public health crisis caused by this epidemic. This workshop will explore the many impacts of the epidemic, successful public health interventions, and county strategies for utilizing available state resources. How do community mental health centers play a role and how can state agencies help with this epidemic?

### **Fun Times Are Just Around the Corner – Know Your Responsibilities and Options for Retirement Offering Availabilities**

Public employee retirement benefits have evolved over the years. What is your responsibility to insure that your benefits are ready when you leave the courthouse? Join this class and learn about retirement options, how you as an employee can plan in advance and when to begin the process to meet your retirement needs.

### **Managing Your Budget After Adoption – Everyone Has a Role in Strengthening the County’s Financial Standing Long Term**

While county councils adopt the budget, there is so much more than just allocating revenue and preparing a budget document. You as an elected official and county employee also have an important role in strengthening the county’s financial standing. In this session, participants will review and discuss the effects your actions have on the entire county budget for long term planning and next year’s budget.

### **Gaming the System? Tax and Revenue Tricks that Others Use to their Advantage**

There is constant battle between units of local government, and between governmental units and taxpayers, over the revenue streams that fund local government. Learn the tools that other taxing units regularly use to maximize their share of the property tax base, and what private business is doing to erode your AV. Join this session and hear about what your county can do to protect itself!

### **Managing the Deluge: What to do with too much water?**

From road construction to parks and drainage projects, any development that disturbs one acre of land or more must comply with the federal Construction Stormwater Runoff permitting program. Learn how to implement a solution to this regulation, and how an overall stormwater quality program can help your county. Also, find out how FEMA’s Community Rating System program can save your citizens

money, increase public safety and provide a framework for protecting your county from future flood damage.

### **Cybersecurity**

Public entities must stay ahead of constantly changing cyber risks. While many have a general awareness of such risks, they often lack the specifics on how to prepare. Cyber events can be both high-profile and costly along with putting local officials in the media spotlight. This class will speak on ransomware, managing your vendors, negligent employees, hackers and hacktivist. It will suggest specific actions to consider for public entities to minimize exposure to cyber risks.

### **Featured Workshop**

#### **Common Sense and the Navigation of Employment Regulation**

Disciplining an employee for any reason can be an uncomfortable experience for everyone. Legally proper termination, suspension, demotion or reassignment of an employee requires utmost due diligence long before the need to admonish an employee comes about. Is your county looking ahead and putting the right framework in place to support all kinds of employee discipline? Have you considered what you and your staff need to know before disciplining employees ... especially those who belong to a protected class? You have questions? We'll have some common sense ideas and suggestions to help your county prepare for these tough HR situations facing county employers.