

Featured Workshop

(LIVE) Monday September 21

Identify and Prepare for the Next Extraordinary Event

An extraordinary event is one that is highly improbable, carrying an extreme impact, lying outside the realm of ordinary expectations. These random and unexpected events can have devastating effects and huge ramifications for your county.

A key element is that while they are unanticipated, in hindsight we can see what could have been done or should have been done to prepare for these events.

While we seem to be able to learn from recent events, how can we better anticipate and prepare for the next black swan event?

Is there a way to prepare for an impossible or highly improbable event? Because when they happen, even globally, we must respond locally.

What can we learn from the events of 2020, to better prepare us for the future? This session will explore the issues surrounding preparing for and even thinking about events we can hardly imagine.

1. Managing Leave: Ghost Employment, Paid Leave and Unpaid Leave and Crazy Things that Happen at Work Live Tuesday September 22,

This workshop will highlight aspects of the offices with the unprecedented challenges that county officials are navigating in response to the COVID-19 pandemic. It will feature true-to-life scenarios that will engage workshop attendees in an interactive discussion about crazy things that are happening in the new COVID-19 county government work world. The presenter will include discussion of the ever-evolving need to monitor and modify personnel policies to comply with federal and state mandates, review employee pay and benefits, and how to evaluate staffing and telecommuting practices.

Indiana Code is clear on the consequences for public servants who engage in ghost employment. However, the actions that constitute ghost employment may not be as clear. This workshop will explain the varied elements of ghost employment and, importantly, the processes and procedures available for government leaders to realize fraud.

And even when ghost employment is not an issue, the ever-growing list of alphabet soup laws governing leave and payroll issues is daunting. This workshop will provide practical insight on the Family and Medical Leave Act (FMLA), the Americans with Disability Act (ADA), worker's compensation, short term and long term disability leave, the Fair Labor Standards Act, other forms of leave (e.g., collective bargaining agreements or policies), and how these affect attendance and payroll.

2. Statehouse Report

AIC staff and invited legislators will provide attendees with a review of the big picture topics that were discussed during the 2020 legislation and hear a forecast for the 2021 budget session. As the legislature weighs diverse issues like COVID-19 response, the state budget, redistricting, energy development, and health care costs, where do counties fit into these discussions? Seasoned statehouse observers will look into their crystal ball to project what next session will look like.

3. Crisis Outreach

Crisis communications and getting information to citizens is so important. This workshop will focus on the need to provide basic information quickly and the many tools available to you. Learn from experts how to use your local website and social media to communicate to your public.

4. Rural Development: Trends and Tools that are Changing Rural Indiana

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Indiana has seen an acceleration of influences that are changing the landscape of rural Indiana. Rural broadband connections, renewable energy production, workforce challenges and changes in the agriculture economy have influenced the less populated parts of our state. Indiana Farm Bureau and others will present on the changing needs of the rural economy, and the role that county government plays in delivery of those services.

5. A Roadmap to Recovery and Reset – Hear What Other Counties are Doing

COVID-19 has forced all of us to rethink how we operate. Operational reviews are essential to proactively managing your county's operations and increase its ability to provide services efficiently. Outcomes can include strengthened internal controls, efficient reengineering of processes, and optimization of staffing and financial resources.

You can pair an operational review with other organizational efforts — strategic planning, succession planning, financial planning, capital planning — to effectively align strategy and operations. Operational reviews can help identify solutions to close budgetary gaps and fund capital needs. This combination ensures the objectives you identify arrive at the destination of your county's goals.

This workshop will also cover forecasting options and pitfalls that Counties can run into, from the rating agency perspective on bond ratings when times are tough and or good. We will go over important items such as the need for a three-year forecast, debt management plan tied to a capital improvement plan, minimum or target fund balances resolution, what are the 3 best practice management tools that should be done on a monthly basis and how does the rating agency look at these. We will also review the need for monthly budget committee meetings for good and challenging times.

6. What You Can Do to Protect Your Employees Health and Workspace and New Workers Compensation Requirements

The cost of providing a pharmacy benefit to employees and their families has risen to be a top 3 concern for most employers. Are rising costs beyond our control or can employers do something to have a significant impact? During the Pharmacy Benefits Lab, AIC leaders who offer self-funded health benefits will learn simple changes you can make to their pharmacy benefit manager (PBM) contracts to reduce costs in a significant way.

This workshop will inform attendees of the new requirements that have risen from the COVID pandemic.

This workshop will also have a panel of experts to inform the attendees of affordable steps that can be taken to improve the workspace.

7. Review of Public Records and Open-Door Law after the Executive Order

This workshop will overview the components of how to process public records requests particularly concerning digital records, email, text messages and social media. It will also revisit the open door laws and will explain the dos and don'ts in regards to public notice, public hearings, and executive sessions.

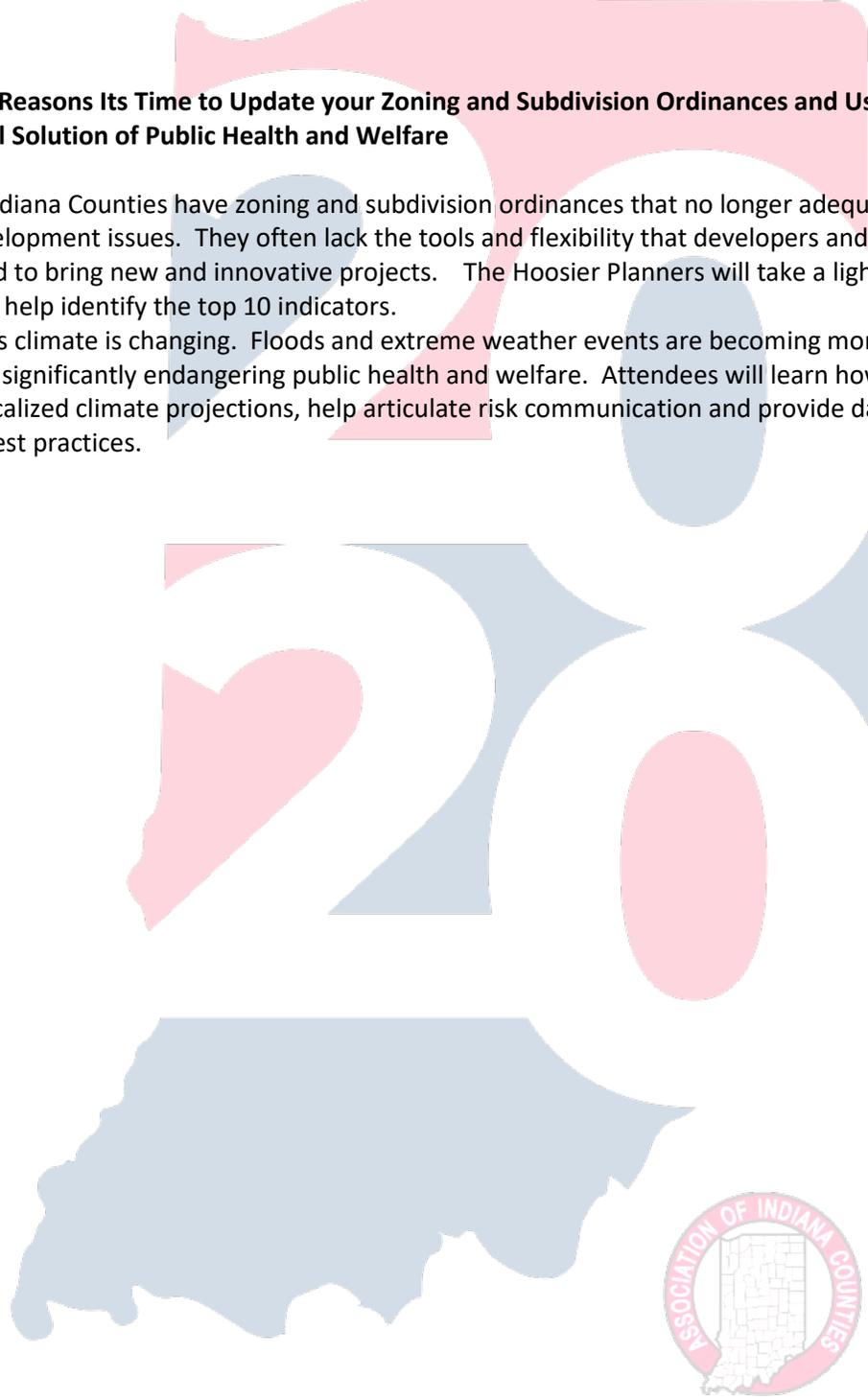
8. Retirement – Are You Ready?

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

9. 10 Top Reasons Its Time to Update your Zoning and Subdivision Ordinances and Using Local Data for Local Solution of Public Health and Welfare

Many Indiana Counties have zoning and subdivision ordinances that no longer adequately address today's development issues. They often lack the tools and flexibility that developers and property owners need to bring new and innovative projects. The Hoosier Planners will take a light-hearted approach to help identify the top 10 indicators.

Indiana's climate is changing. Floods and extreme weather events are becoming more frequent and more sever, significantly endangering public health and welfare. Attendees will learn how to use tools to obtain localized climate projections, help articulate risk communication and provide data for informing best practices.



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THE POSSIBILITIES

AIC ANNUAL CONFERENCE

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