



Agenda

Tuesday, April 20

7:15 a.m. **Registration Open**

7:45 a.m. **Welcome**

8:00 a.m. **Can Small Towns be Cool?** (*Dr. David Ivan, PhD, Michigan State University Extension*) Today's millennial generation chooses a community before they pursue a job – an approach that places many small communities at a disadvantage. Achieving community vitality requires non-traditional community and economic development strategies. Based on the approaches of more than 300 high performing small to mid-sized towns across North America, this session provides real strategies from real communities on enhancing entrepreneurship, strengthening human talent, addressing youth migration, and enhancing places to make small towns a 'cool place' to live and visit.

9:30 a.m. **Where Do We Go from Here?** (*Dave Ross, Executive Vice President, Hays Companies, Director of Underwriting & Actuarial Services*) How 2020 Will Forever Change Healthcare & How You Manage Your Employee Benefits Plan
-Employer Health Care Cost Impact related to COVID-19
-"Risk Pool Management": A revolutionary strategy to keep health insurance affordable

10:45 a.m. **Legislative Update** (*Blake Crosby, Executive Director, NDLC and Stephanie Dassinger, Deputy Director/Staff Attorney, NDLC*) Hear about what is happening at the Capitol this legislative session and what it means for your city.

11:45 a.m. **Lunch**

1:00 p.m. **Social Media: What Trouble Could the City Get Into?** (*Howard Swanson, Attorney, City of Gilby*) This session will focus on legal issues related to cities' use of social media including First Amendment concerns, open record and open meeting issues, and other potential legal pitfalls.

2:00 p.m. **All Hands-on Deck: Cities Respond to COVID-19** (*Debbie Swanson, Director, MS, RN, Grand Forks Public Health Department*) Learn how cities have responded to COVID-19 from the perspective of the Grand Forks experience.

3:00 p.m. **Networking Break**

3:15 p.m. **Chemical Applications for Weed Control** (*Tyler Kralicek, Agricultural and Natural Resources Agent, NDSU Extension – Burleigh County*) Chemical applications are becoming more of a challenge as new weed species are introducing themselves and the areas being developed are larger in size. The challenge to maintain weeds while ensuring the public's safety is an ever-growing issue in today's world. This session will cover ways weeds can be suppressed with today's laws and guidelines.

4:15 p.m. **Mylo Hatzenbuhler, Farmboy Music** Prepare for a good laugh as Mylo shares his story of the humble farmboy who has become known as the "Strasburg Superstar" to his followers, a fourth-generation fictional farmboy who lives with his fictional wife and family on a fictional farm "eight miles east of Strasburg and a half," as Mylo puts it.

5:30 p.m. **Networking Social** Connect with old friends and new as you discuss your challenges and success stories in a relaxed atmosphere with appetizers and beverages. Share and learn what your colleagues are doing to increase the vitality of their communities. We will draw the winning 50/50 ticket during the social.

Wednesday, April 21

7:30 a.m. **Continental Breakfast**

8:00 a.m. **Remote Work Best Practices** (*Andrea Bowman, NDSU Extension Program Coordinator, Leadership and Civic Engagement*) The session will cover the best practices for remote workers. Participants will learn how to set up a remote workspace, how to stay connected with team members and maintain boundaries while managing a remote schedule. Participants will also learn about remote technologies that allow for effective communication and time management while working from home.

9:00 a.m. **Refinancing Bond Debt** (*DeAnn Ament, Executive Director, ND Public Finance Authority and Jim Neubauer, City Administrator, Mandan*) Municipal bond rates are at historic lows. Many cities are carrying bond debt assumed some years ago and now is a good time to look at a refunding bond (using proceeds from a new issue to pay off outstanding bonds) which

would save taxpayers money. This session will discuss refunding bonds and what you need to know to help you in your decision as you check explore this opportunity.

10:00 a.m. Networking Break

10:15 a.m. Conducting Workplace Investigation and Taking Action (*KrisAnn Norby-Jahner, Attorney, Vogel Law Firm*) When an employee complains or a workplace issue arises, employers must respond quickly by investigating the incident and determining the appropriate action. Understanding the scope of an investigation, how to conduct an investigation, and when to seek the services of an independent, external investigator can be a daunting process. This session provides an overview of when and how to conduct an investigation, how to utilize both internal and external investigation procedures, and how to use the findings to take action. Participants should walk away with a knowledge of key legal compliance issues and specific guidance to properly prepare for, conduct and utilize the findings of workplace investigations.

11:15 a.m. An Update with the North Dakota Insurance Reserve Fund (*Scott Faehnrich, Outside Claim Adjuster, NDIRF and Jeff Tescher, Director of Underwriting, NDIRF*) This session will include a review of changes to NDIRF claims handling, including the use of technology to improve the experience of the claimant. It will also include a review of the North Dakota Fire and Tornado Fund coverage highlighting potential changes to the program and tips based on NDIRF's administration of the Fund since taking it over in 2019.

12:30 p.m. Leadership Training Program Awards Luncheon

1:15 p.m. Wrap up