

CCAO/CEAO ANNUAL WINTER CONFERENCE PROGRAM

DECEMBER 7-9, 2014
GREATER COLUMBUS CONVENTION CENTER

*All conference attendees are welcome to attend any session.
All events will be held at the Greater Columbus Convention Center unless otherwise noted.
See pages 1-7 for CCAO/CEAO sessions and 7-12 for Affiliate program information.*

SUNDAY, DECEMBER 7

2:00-3:15 PM

CCAO BOARD OF DIRECTORS MEETING

*Nick Kostandaras, Summit County Council Member
President, County Commissioners Association of Ohio*

2:00-5:00 PM

REGISTRATION

3:30-5:00 PM

NEW MEMBER ORIENTATION: WELCOME TO CCAO

This session will allow newly elected commissioners, county executives and county council members to meet peers who are leaders within CCAO and benefit from lessons learned. In addition to developing relationships with other new commissioners and peers with experience, this session will cover some key items new commissioners will want to know before being sworn in, such as staying on the right side of ethics laws and financial disclosure requirements.

3:30 PM

SOCIAL TIME WITH PEERS

3:45 PM

ABOUT CCAO: WHO WE ARE & HOW WE CAN HELP

Suzanne Dulaney, Executive Director, County Commissioners Association of Ohio

INTRODUCTION OF ALL MANAGING DIRECTORS & POLICY TEAM

4:00 PM

A BRIEF INTRODUCTION TO ETHICS & FINANCIAL DISCLOSURE

Craig Mayton, Esq., Partner, Isaac Wiles LLC

4:30 PM

WISH I'D KNOWN THAT BEFORE I TOOK OFFICE!

Steve Arndt, Ottawa County Commissioner

Lenny Eliason, Athens County Commissioner

*Gary Lee, Union County Commissioner
Past President, County Commissioners Association of Ohio*

Debbie Lieberman, Montgomery County Commissioner

5:00-7:00 PM

RECEPTION

Join us for the kick-off reception held at the Hyatt Regency.

MONDAY, DECEMBER 8

7:30-8:30 AM

HOT GRAB & GO BREAKFAST IN THE TRADE SHOW

7:30 AM-3:00 PM **REGISTRATION**

7:30 AM-6:30 PM **TRADE SHOW**

8:30-9:30 AM

CCAO SESSION – CYBER SECURITY INITIATIVES: ENGAGING PUBLIC & PRIVATE PARTNERS TO COMBAT CYBER ATTACKS, SHARE BEST PRACTICES

You do not have to be a computer expert to understand the risks posed by unauthorized access to your county's computer system. Join us to learn what you need to know as a county commissioner to assess and address your cybersecurity risks.

Moderator:

Tom Wheaton, Carroll County Commissioner

Vice President, County Risk Sharing Authority (CORSA)

Michael Pannell, Director, Franklin County Emergency Management & Homeland Security

Jeff Podracky, Chief Operating Officer, ARMADA Ltd.

8:30-9:30 AM

CCAO SESSION – OHIO DEPARTMENT OF VETERANS SERVICES – DISCUSSION WITH DIRECTOR TIM GORRELL

The Director will discuss his first year leading the Department of Veterans Services and their relationship with County Veterans Service Commissions.

Moderator:

Paul Haller, Jackson County Commissioner

Tim Gorrell, Director, Ohio Department of Veterans Services

8:30-9:30 AM

CCAO SESSION – PROPOSED 9-1-1 CALL CENTER OPERATION STANDARDS

The Statewide Emergency Services Internet Protocol Network Steering Committee (ESINet) and PSAP Operational Standards Subcommittee are currently developing standards to govern local 9-1-1 PSAPs in a Next Generation 9-1-1 environment. Jay Somerville, the vice-chair of the Subcommittee, will outline the proposed standards and then moderate a discussion regarding the proposal.

Moderator:

Ed Humphrey, Clermont County Commissioner and ESINet Committee Member

Jay Somerville, Technical Services Bureau Director, City of Dublin

9:00-10:00 AM

CEAO ANNUAL BUSINESS MEETING & ELECTION OF OFFICERS

Robert Geuy, P.E., P.S., Shelby County Engineer

President, County Engineers Association of Ohio

9:00 AM-3:45 PM

COUNTY SANITARY ENGINEERS ASSOCIATION OF OHIO

9:00 AM-4:00 PM

COUNTY COMMISSIONERS CLERKS & ENGINEERS ADMINISTRATIVE PROFESSIONALS ASSOCIATION

9:00 AM-4:00 PM

OHIO COUNTY DOG WARDEN ASSOCIATION

9:45 AM-11:45 PM

CCAO ANNUAL BUSINESS MEETING

Nick Kostandaras, Summit County Council Member

President, County Commissioners Association of Ohio

CONSIDERATION OF THE CCAO LEGISLATIVE PROGRAM FOR 2015-16

ANNUAL BUSINESS MEETING

ELECTION OF 2015 OFFICERS

10:00 AM-12:00 NOON **CEAO BOARD OF DIRECTORS MEETING**

*Robert Geuy, P.E., P.S., Shelby County Engineer
President, County Engineers Association of Ohio*

10:00 AM-12:00 NOON **ORGANIZATION OF SOLID WASTE DISTRICTS OF OHIO**

10:00 AM-4:00 PM **COUNTY PLANNING ASSOCIATION**

10:00 AM-5:00 PM **COUNTY FACILITY MANAGEMENT ASSOCIATION**

11:00 AM-2:00 PM **CCAO ALUMNI ASSOCIATION MEETING & LUNCHEON**

*Olen Jackson, former Morrow County Commissioner
President, CCAO Alumni Association*

EXECUTIVE DIRECTOR REPORT ON THE ASSOCIATION

Suzanne Dulaney, Executive Director, County Commissioners Association of Ohio

RETIREMENT UPDATE BY OPERS & CCAO DEFERRED COMPENSATION PLAN/GREAT-WEST FINANCIAL

Representatives from both OPERS and Great West will be available to meet individually with members following the meeting.

OPERS UPDATE

Veronica Mack, Educator, Ohio Public Employees Retirement System

CCAO DEFERRED COMP UPDATE

Lillian Shaughnessy, Retirement Plan Counselor, CCAO Deferred Compensation Program/Great-West Financial

11:00 AM-3:00 PM **COUNTY ADMINISTRATORS ASSOCIATION**

11:30 AM-2:30 PM **SPOUSE/GUEST LUNCHEON & TOUR**

Franklin Park Conservatory and Botanical Gardens

The bus departs from the Greater Columbus Convention Center (2nd floor turn around) at 11:30 a.m. and returns at 2:30 p.m.

12:00 NOON-1:30 PM **CCAO/CEAO LUNCHEON & GENERAL SESSION**

WELCOME TO FRANKLIN COUNTY

Marilyn Brown, President, Franklin County Commissioners

Dean Ringle, P.E., P.S., Franklin County Engineer

REDUCING STRESS: CHANGE YOUR ATTITUDE & LIFESTYLE

In his high energy, animated style Dave will enlighten the audience on how they can reduce stress and live life to the fullest (personally and professionally) by changing their thought processes and

seeing more things in a positive light. You will be energized and you will be in for a unique surprise early in his presentation.

Dave Leedy

RECOGNITION OF 2014 CCAO & CEO PRESIDENTS

RECOGNITION OF COMMISSIONERS LEAVING OFFICE

1:30-2:30 PM TRADE SHOW ICE CREAM SOCIAL

2:00-5:00 PM CEO SESSIONS

2:30-3:30 PM

CCAO/CEO/AFFILIATE SESSION - RETIREMENT PLANNING

Thinking about retirement in the near or distant future? This session will help county elected officials and employees understand retirement under the Ohio Public Employees Retirement System (OPERS) and the CCAO Deferred Compensation Program/Great-West Financial.

OPERS RETIREMENT PLANNING

Veronica Mack, Educator, Ohio Public Employees Retirement System

ROLE OF DEFERRED COMPENSATION IN RETIREMENT

Pat Butler, Retirement Plan Counselor, CCAO Deferred Compensation Program/Great-West Financial

2:30-3:30 PM

CCAO SESSION – WORKFORCE POLICY UPDATE

Changes are coming in the realm of workforce development policy and practice, and as both elected local officials under federal law as well as community leaders, county commissioners, executives and councilmembers will have a role to play. The Governor's Office of Workforce Transformation will share plans to roll out workforce success measures and other upcoming initiatives, while the Ohio Department of Job and Family Services will highlight upcoming decisions for elected local officials under the federal Workforce Innovation and Opportunity Act (WIOA) which will begin to take effect in 2015.

Moderator:

Timothy Bubb, Licking County Commissioner

Dawn Larzelere, Director, Governor's Office of Workforce Transformation

John Weber, Deputy Director of Workforce Development, Ohio Dept. of Job & Family Services

2:30-3:30 PM

CCAO SESSION – AUDITOR OF STATE: SHAREOHIO.GOV, REDUCE & RECOVER COSTS ON HEAVY EQUIPMENT NEEDS

ShareOhio.gov is a one-stop shop to help communities share resources, save taxpayer dollars and better utilize equipment. Since its rollout this past June, ShareOhio.gov has gained widespread interest by governments across Ohio and the country. Join us to discuss ways ShareOhio.gov can help your community reduce costs or recover costs on underutilized specialty resources.

Moderator:

Daniel Troy, Lake County Commissioner

Chair, CCAO Taxation and Finance Committee

Donovan O'Neil, Central Regional Liaison, Auditor of State's Office

3:45-4:45 PM

CCAO SESSION – HEALTHY COUNTIES

County leaders have two constituencies to think about when it comes to promoting health – the county workforce, and the citizens of the county. County commissioners, executives and council members have the ability to positively impact both. A well-designed employee wellness program can help prevent or reduce future claims. Come learn how counties are incorporating wellness in the workplace and how you can start – or improve – a wellness plan for your county. Additionally, county-led efforts can be made to ensure affordable access to healthy food amongst the food insecure population in our communities.

Moderators:

Douglas Foust, Managing Director of Health and Wellness, County Employee Benefit Consortium of Ohio (CEBCO) and

Laura Abu-Absi, Policy Analyst, County Commissioners Association of Ohio

John O'Grady, Franklin County Commissioner

Tori Sinclair, Wellness Coordinator, County Employee Benefit Consortium of Ohio (CEBCO)

3:45-4:45 PM

CCAO SESSION – WATER QUALITY ROUNDTABLE

What caused the Toledo drinking ban and what have we learned? The panel of experts, officials and researchers will discuss water quality.

Moderators:

Pete Gerken, Lucas County Commissioner
Co-Chair, CCAO Water Quality Task Force

Douglas Spencer, Auglaize County Commissioner
Co-Chair, CCAO Water Quality Task Force

3:45-4:45 PM

CCAO SESSION – SOCIAL MEDIA STRATEGIES & COMMUNICATION

More and more county officials, organizations and elected officials are using social media as a way to effectively communicate with their audiences. Online tools such as Facebook, Twitter and LinkedIn can be used to send timely and relevant information, establish your brand and correspond directly with your target audience. Diving into social media, however, can sometimes be daunting and overwhelming. Join CCAO for a panel discussion on how to launch your social media platform and develop policies, procedures and best practices to help your organization achieve greater success in communicating your message and reaching the people you serve.

Moderator:

Andrew Johnson, Communications Coordinator, County Commissioners Association of Ohio

Brian Stewart, Pickaway County Commissioner

4:45-5:30 PM

CCAO WATER QUALITY TASK FORCE MEETING

Pete Gerken, Lucas County Commissioner
Co-Chair, CCAO Water Quality Task Force

Douglas Spencer, Auglaize County Commissioner
Co-Chair, CCAO Water Quality Task Force

4:50-5:15 PM

AREA 7 CONSORTIUM

Steven Arndt, Ottawa County Commissioner
Chair, Consortium of Chief Elected Officials of Area 7

John Trott, Executive Director, Area 7 Workforce Investment Board

5:30-6:30 PM **RECEPTION**

6:30-8:30 PM **BANQUET**

Featuring our honored guest Brutus Buckeye!

CELEBRATING 100 YEARS OF OSU COOPERATIVE EXTENSION

*Bruce McPheron, PhD, Vice President of Agricultural Administration and Dean
College of Food, Agricultural and Environmental Sciences, The Ohio State University*

INSTALLATION OF CCAO & CEAO OFFICERS

8:30-11:30 PM **ENTERTAINMENT: DUELING PIANOS**

Provided by [Dueling Pianos International](#), a high energy, all request, sing along, clap along, rock 'n roll, comedy piano show where the audience is just as much a part of the show as the entertainers.

TUESDAY, DECEMBER 9

7:30-9:00 AM **HOT BUFFET BREAKFAST**

7:30 AM-12:00 NOON **REGISTRATION**

7:45-8:45 PM **DISTRICT MEETINGS**

NW DISTRICT COMMISSIONERS & ENGINEERS ASSOCIATION

*John Love, Putnam County Commissioner
President, NW District Commissioners & Engineers Association*

NE DISTRICT COMMISSIONERS ASSOCIATION

*Ted Kalo, Lorain County Commissioner
President, NE District Commissioners Association*

SW COMMISSIONERS & ENGINEERS ASSOCIATION

*Neil Tunison, P.E., P.S., Warren County Engineer
President, SW Commissioners & Engineers Association*

SE COMMISSIONERS & ENGINEERS ASSOCIATION

*Clark Sheets, Logan County Commissioner
President, SE Commissioners & Engineers Association*

8:30-10:15 AM **COUNTY LOSS CONTROL COORDINATORS ASSOCIATION**

9:00-10:15 AM **CCAO SESSION – EXPECTATIONS FOR THE 131st OHIO GENERAL ASSEMBLY**

We have invited the leadership of the four legislative caucuses for a panel discussion. Each caucus leader will provide general comments and the panel will engage in a question and answer session with the session attendees.

Moderator:

Cheryl Subler, Managing Director of Policy, County Commissioners Association of Ohio

9:00 AM-12:00 NOON **CEAO SESSIONS**

9:00 AM-12:00 NOON **COUNTY COMMISSIONERS CLERKS & ENGINEERS ADMINISTRATIVE PROFESSIONALS ASSOCIATION**

9:00 AM-3:30 PM	COUNTY SANITARY ENGINEERS ASSOCIATION OF OHIO
9:00 AM-4:00 PM	OHIO COUNTY DOG WARDEN ASSOCIATION
10:30-11:30 AM	<p>CCAO/CLCCA JOINT SESSION – BWC TRANSITION TO PROSPECTIVE PAYMENT OF PREMIUMS</p> <p>In 2015, the Ohio BWC will transition to the prospective payment of premium. Instead of paying premium following the coverage year, Ohio employers will begin paying premium in advance of the coverage year. In this session, BWC representatives will explain the process and financial implications of the transition to prospective premium payment.</p> <p>Moderator: <i>Barb Queer</i>, Ashland County Commissioner CCAO/SC Workers' Comp Group Executive Committee Member</p> <p><i>Todd Spence</i>, MBA, ARM, Regional Business Consultant, Bureau of Workers' Compensation</p> <p><i>James Blazer II</i>, Regional Business Development Manager, Bureau of Workers' Compensation</p>
10:30-11:30 AM	<p>CCAO SESSION – "MARCSIP" - A WAY TO SAVE TAX PAYER DOLLARS WHILE SAVING LIVES</p> <p>The panel discussion will explain the evolution of Ohio MARCS and the Shared Services aspect benefiting counties, cities, and all Ohioans. We will discuss MARCS Tiered Partnerships including examples ranging from the smallest to the largest agencies using the system and the benefits financially and operationally using real examples.</p> <p>Moderator: <i>Bob Glaser</i>, Greene County Commissioner</p> <p><i>Daryl Anderson</i>, Administrator, Ohio MARCS</p> <p><i>Robert Rummel</i>, Vice President - Strategic Projects, Motorola Solutions, Inc.</p>
11:30 AM-12:30 PM	CCAO/CEAO BOX LUNCH
12:00 AM-3:15 PM	<p>CCAO/CEAO SESSION – CERTIFIED PUBLIC RECORDS TRAINING FOR ELECTED OFFICIALS</p> <p>Ohio elected officials, or their appropriate designees, are required to receive approved training regarding their obligations under Ohio Public Records Act during their term of office. This approved training course will discuss the obligations and liabilities of public offices under the Act. The course will include information on records exempted from the Act, and how to negotiate, document, and properly respond to public records requests. The training includes discussion of the Ohio Records Retention laws and an overview of Ohio's Open Meeting Act.</p> <p>Moderator: <i>Brian Mead</i>, Policy Analyst, County Commissioners Association of Ohio</p> <p><i>Jeffery Clark</i>, Esq., Principal Assistant Attorney General, Constitutional Offices Section, Ohio Attorney General's Office</p>
1:00-4:00 PM	CEAO SESSIONS
1:30-3:30 PM	COUNTY LOSS CONTROL COORDINATORS ASSOCIATION

CCAO AFFILIATE PROGRAMS

COUNTY ADMINISTRATORS ASSOCIATION

MONDAY, DECEMBER 8

- 11:00 AM-12:00 PM **ROUNDTABLE DISCUSSION**
- Construction Delivery Method and Large Project Planning
 - Collaborative Efforts Within the County (HR duties, cost sharing, etc.)
 - County Retire / Rehire Policies
 - Planning for Next Generation 911 and P25 Conversion
- 12:00-1:00 PM **LUNCH** (served in meeting room)
- 1:00-2:30 PM **SPEAKER** (to-be announced)
- 2:30-3:00 PM **BUSINESS MEETING**
Brad Lutz, Pickaway County Administrator
President, County Administrators Association

COUNTY COMMISSIONERS CLERKS & ENGINEERS ADMINISTRATIVE PROFESSIONALS ASSOCIATION OF OHIO

MONDAY, DECEMBER 8

- 8:00-9:00 AM **CCC/EAPA WELCOME & REGISTRATION**
- 9:00-10:00 AM **THE 10 MOST COMMON FLSA MISTAKES EMPLOYERS MAKE**
The Fair Labor Standards Act is a highly complex statute, and over the years, it has been amended many times. C&N will discuss the 10 most common mistakes employers make and some remedies to get your department back on the right track.
Brian Butcher, Regional Manager and
Andrew Esposito, Senior Consultant, Clemans, Nelson and Associates, Inc.
- 10:10-11:10 AM **OFF THE CLOCK: OFF-DUTY CONDUCT IN A PUBLIC SECTOR ENVIRONMENT**
Just because an employee is off the clock does not mean that some of the things he or she does away from the office cannot affect your operation when they are on the clock. In this presentation, C&N will examine how employee actions away from work can affect their employer and suggest some remedies to help you stay on top of the situation.
Michael Esposito, Director of Client Development, Clemans, Nelson and Associates, Inc.
- 11:10 AM-12:00 PM **PUBLIC EMPLOYEES BEHAVING BADLY**
It never fails. No matter how much an employer plans, trains, vets or warns, sooner or later human nature will probably show itself, and an employees will be guilty of...misbehaving. And when that time comes, an employer needs to have their ducks in a row, because dealing with discipline is a tricky matter. This presentation takes a look at a serious subject in an entertaining way!
Pete Nevada, Vice President, Clemans, Nelson and Associates, Inc.
- 12:00-1:30 PM **LUNCH**

- 1:30-2:30 PM **CUTTING THROUGH THE CLUTTER**
Most people have no idea how much their clutter affects them. It can affect their productivity, self-esteem, social life and even their weight. In this workshop you will learn to recognize the source of your clutter problem and how to empower yourself to address the problem directly and without shame.
Speaker TBA, ComPsych Guidance Resources
- 2:40-3:45 PM **CALMING THE FAST PACED MIND**
Your mind and body can work together to make life & work easier for you. Mental and physical well-being can be improved by learning simple tension lowering techniques. This class is accessible to any body and anybody.
Elizabeth Miller, Yoga Instructor, Balanced Yoga (Columbus)

TUESDAY, DECEMBER 9

- 9:00-10:00 AM **HOW TO RECEIVE CRITICISM & MAKE IT WORK FOR YOU**
Receiving criticism is an important and valuable skill. To achieve success in any endeavor we must be able to tolerate critical feedback and learn from it. This workshop will help you explore why we become defensive, deliver tips for knowing when your “hot button” has been pushed and how to accept and integrate useful criticism.
Speaker TBA, ComPsych Guidance Resources
- 10:00-10:30 AM **MEMBERS’ MEETING & INSTALLATION OF OFFICERS
CHRISTMAS COMES EARLY!!**
Linda Reigle, Administrative Coordinator, Union County Engineer’s Office
President, County Commissioners Clerks & Engineers Administrative Professionals Association
- 10:30-11:30 AM **COMMUNICATIONS & PUBLIC ENGAGEMENT**
Creating public awareness of various projects, events, and duties of the county offices can be a challenge in our world of constantly changing communications tools and busy lives. The presenter will discuss ideas and examples of how her office is using multiple methods to inform and educate the public. The discussion will include public information, social media, online communications, working with the media, coordination of public meetings, ceremonies, educational activities, connecting with community organizations and special events.
Amy Lowe, Director of Communications, Franklin County Engineer’s Office

OHIO COUNTY DOG WARDEN ASSOCIATION

MONDAY, DECEMBER 8

- 8:00-8:30 AM **WELCOME & MORNING REFRESHMENTS**
- 8:30-9:30 AM **PARVO – FROM FIELD TO SHELTER**
Janet Ferritto, Territory Manager - Animal Care Team, Merck Animal Health
- 9:30-10:00 AM **OCDWA UPDATE & ELECTIONS**
Mark Kumpf, Montgomery County Dog Warden
President, Ohio County Dog Warden Association
- 10:00-10:30 AM **LEGISLATIVE UPDATE**
Brian Mead, Policy Analyst, County Commissioners Association of Ohio

- 10:45 AM-12:00PM **WORKING WITH YOUR PROSECUTOR**
James Stanley, Esq., Athens City Prosecutor
- 1:00-2:30 PM **THE BENEFITS OF HUMOR IN ANIMAL SERVICES**
Daniel Ettinger, Animal Control Investigator II, Denver Animal Care and Control
- 2:45-4:00 PM **VERBAL DE-ESCALATION TECHNIQUES: STEPPING BACK FROM THE EDGE**
Daniel Ettinger
- 4:00-4:30 PM **DOG LICENSING**
Karl Keith, Montgomery County Auditor
- 5:30-7:30 PM **OCDWA AWARDS BANQUET**
 (Held off-site at Buca di Beppo. RSVP required.)

TUESDAY, DECEMBER 9

- 8:00-8:30 AM **WELCOME & MORNING REFRESHMENTS**
- 8:30-9:15 AM **MICROCHIP ID: SAVING LIVES**
Mary Metzner, Service and Support, Avid Identification Systems, Inc.
- 9:15 -10:30 AM **REPORT WRITING FOR REAL!**
Kathy Strouse, Superintendent, Chesapeake Police Department Animal Services Unit
- 10:45 AM-12:00 PM **MAKING THE CASE: COURTROOM PREPARATION FOR PROFESSIONAL ANIMAL CONTROL OFFICERS**
Kathy Strouse
- 1:00-2:30 PM **LOVE & LAND MINES – WORKING WITH OTHER GOVERNMENT AGENCIES**
Kathy Strouse
- 2:45-4:30 PM **THE SCOOP OR WHAT WE LEARNED THE HARD WAY**
Kathy Strouse

FACILITY MANAGEMENT ASSOCIATION

MONDAY, DECEMBER 8

- 10:00-10:15 AM **BUSINESS MEETING**
*Chuck Klco, Buildings and Grounds Superintendent
 Lake County Commissioners
 President, Facility Management Association*
- 10:15-11:15 **3 REASONS YOU'RE ESSENTIAL TO YOUR COUNTIES' SUCCESS**
Tony Butler, Applications Engineer, FacilityDude (CORSAs Program Partner)

TRAINING SCHEDULE TO BE ANNOUNCED

COUNTY LOSS CONTROL COORDINATORS ASSOCIATION

TUESDAY, DECEMBER 9

9:00-10:15 AM

WORKERS' COMPENSATION COVERAGE FOR VOLUNTEERS & PWRE

What are the county's legal obligations for workers comp coverage for volunteers and PWRE workers? This session will review the legal and practical considerations involved in providing these coverages.

Elizabeth G. Miller, Esq., Claim and Litigation Manager, County Risk Sharing Authority (CORS)

10:30-11:30 AM

CCAO/CLCCA JOINT SESSION - BWC TRANSITION TO THE PROSPECTIVE PAYMENT OF PREMIUM

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Moderator:

*Barb Queer, Ashland County Commissioner,
CCAOSC Workers' Comp Group Executive Committee Member*

Todd Spence, MBA, ARM, Regional Business Consultant, Bureau of Workers' Compensation

James Blazer II, Regional Business Development Manager, Bureau of Workers' Compensation

1:30-3:30 PM

HARASSMENT, BULLYING AND WORKPLACE VIOLENCE: EFFECTIVELY RESPONDING TO AND PREVENTING EMPLOYEE MISCONDUCT

Counties continue to face an increase in the number of allegations of harassment, bullying and workplace violence. In addition to being improper, and possibly unlawful, harassing and bullying behaviors decrease employee performance, morale and productivity. This session will cover the underlying legal basis for these claims, as well as the importance of implementing policies and outlining the expectations of employees both while at work and away from work. Finally, strategies will be provided regarding both how to prevent allegations of inappropriate employee behavior and how to effectively respond to allegations of employee misconduct.

Benjamin Albrecht, Esq., Fishel Hass Kim and Albrecht, LLP

COUNTY PLANNING ASSOCIATION

MONDAY, DECEMBER 8

Program to be announced

COUNTY SANITARY ENGINEERS ASSOCIATION OF OHIO

MONDAY, DECEMBER 8 and TUESDAY, DECEMBER 9

Program to be announced

ORGANIZATION OF SOLID WASTE DISTRICTS OF OHIO

MONDAY, DECEMBER 8

10:00-10:15 AM

CALL TO ORDER & INTRODUCTIONS

BUSINESS MEETING & ELECTION OF OFFICERS

Diane Bickett, Director, Cuyahoga County Solid Waste Management District
President, Organization of Solid Waste Districts of Ohio

10:15 AM-12:00 PM

SB 193: OHIO'S SCRAP METAL RECYCLING LAW

How is Ohio's scrap metal law reducing metal theft and why is Ohio Homeland Security is involved? What new rules must scrap dealers follow to purchase scrap metal? How can local officials determine if a dealer is complying and how does the "do not buy list" work?

Robert Schlicher, External Programs Coordinator, Ohio Homeland Security, Ohio Department of Public Safety

MONTGOMERY COUNTY ENVIRONMENTAL LEARNING CENTER

Montgomery County's new Environmental Learning Center educates the public about sustainability and conservation in the Montgomery County region and is a LEED-certified building, featuring hands-on, interactive educational exhibits and a "green" parking lot.

Dan Graeter, Manager of Programs, Montgomery County Solid Waste Management District

THE FUTURE OF THE SOLID WASTE PLANNING PROCESS... WILL IT BE A PARTY OR BUSINESS AS USUAL?

Ohio EPA is revising its solid waste district planning guidelines. Hear how this new format will actively engage local policy committees and elected officials to evaluate and improve solid waste district services.

Ernest Stall, Environmental Specialist, Division of Materials and Waste Management Planning Unit, Ohio Environmental Protection Agency