28th Annual Local Government Conference
2017 Program
10th Mountain Division Monument  
City of Watertown

North Mechanic Street Demolition Project  
Village of Carthage

Installation of a 24" sanitary line in a 48" casing being part of the Sanitary Sewer Conveyance Project in the Village of Lowville for the Kraft Plant.

GYMOPC would like to thank you for guiding the development of the North Country with the appropriate balance between environmental responsibility and progress. At the end of the day we end up with projects we are all proud of....
Dear Conference Attendees,

Welcome to the Tug Hill Commission’s 28th Tug Hill Local Government Conference! It is amazing to think of how the conference has grown from 1989, where 132 people attended, to today where we expect close to 700 people, including all the attendees, exhibitors, and speakers. As always, the commission staff has worked hard to put together an informative and interesting day of sessions on a wide variety of pertinent topics. We hope you find the day of training and networking worthwhile.

Our sponsors and exhibitors help us keep the conference registration fee low. Thank you to BCA Architects & Engineers and GYMO Architecture, Engineering & Land Surveying for sponsoring our conference at the platinum level for yet another year.

Thank you also to the numerous other sponsors and exhibitors who support this event. We encourage all attendees to take time today to visit the exhibitors’ booths and learn about the services and products they provide.

Jefferson Community College continues to be a wonderful host for our conference. Without the college’s support, we would not be able to pull the day off. As we continue to use the college’s campus, we are offering transportation via golf cart for individuals who may have a difficult time walking from one building to the other. The cart will be running a loop from the rear of Bldg #4 to Bldgs #3, 2 and 14.

Thank you for taking the time to join us today. Don’t forget to fill out the survey and return to us, so we can continue to improve what we offer to you. We hope you have an enjoyable and educational day!

Sincerely,

Katie Malinowski
Executive Director
Colonel Bryan J. Laske enrolled in the Army in 1991 and was commissioned as a Second Lieutenant in the Corps of Engineers through Officer Candidate School, Fort Benning, GA in September 1993. He completed Special Forces Assessment and Selection in 1997 and the Special Forces Qualification Course in 1999.

His previous duty assignments include Sapper Platoon Leader, Support Platoon Leader, Special Forces Detachment - Alpha Commander, Assistant Operations Officer, Troop Commander, Department of the Army Staff Officer, Special Forces Detachment - Bravo Commander, Battalion Executive Officer, Task Force Operations Officer, Transition Team Commander, Office of the Secretary of Defense Staff Officer, Battalion Commander, and U.S. Army Fellow at the State Department.

COL Laske has deployed to Afghanistan as a Battalion Commander and a Transition Team Commander and served as a Ground Force Commander and Task Force Operations Officer in Iraq. He has also served in multiple capacities during operational deployments to the Balkans and to Africa.

COL Laske earned a Bachelor of Architecture degree from Virginia Tech, a Master of Business Administration degree from the University of Maryland, and a Master of Strategic Studies degree from the U.S. Army War College. He is married to the former Aniko Jenei of Nyekldhaza, Hungary. They have two daughters, Emma and Eva.

Keynote Speaker
Colonel Bryan J. Laske
Garrison Commander
United States Army Garrison Fort Drum
The Jules Center, Sturtz Theater 4-111
8:30 – 9:00 a.m.

Thank You Exhibitors!

Association of Towns of the State of New York - www.nytowns.org
Aubertine & Currier - www.aubertinecurrier.com
Barton & Loguidice, P.C. - www.bartonandloguidice.com
BCA Architects & Engineers - www.thebcgroup.com
Blair Supply Corporation - www.blairsupplyusa.com
Fourth Coast Inc. - www.fourthcoast.com
GYMO Architecture, Engineering & Land Surveying - www.gymopc.com
Koester Associates - www.koesterassociates.com
Laberge Group - www.labergegroup.com
MEGA (Municipal Electric & Gas Alliance) - www.megaenergy.org/
New York Municipal Insurance Reciprocal - www.nymir.org
NYS Department of Environmental Conservation - www.dec.ny.gov
NYS Department of State - www.dos.ny.gov
NYS Department of Transportation Local Programs - www.dot.ny.gov
NYS ITS Enterprise Information Security Office - www.its.ny.gov/elseo
NYS Municipal Comp Alliance - www.compalliance.org
NYS Office of the State Comptroller - www.osc.state.ny.us
NYS Workers’ Compensation Board - www.wcb.ny.gov
Siewert Equipment Co. Inc. - www.siewertequipment.com
SLELO PRISM - www.sleloinvasives.org
Tug Hill Tomorrow Land Trust - www.tughilltomorrowlandtrust.org
USDA Rural Development - www.rurdev.usda.gov
Wildlife Control & Removal Services, LLC
Williamson Law Book Company - www.wlbondline.com

Sessions for Assessors

9:15 a.m. – Noon
1H. Assessor Training: Veteran’s Exemptions
ROOM: Building #6, Classroom 6-218
Discussion will include what is mandated vs. what is local option, percentage levels, and for which jurisdictions. Taking aim specifically at the Alt Vet, this session will explore expedientary medals and other out-of-the-ordinary, but perfectly acceptable special situations earning a combat distinction for applicants.

Donna Komor, IAO, NY Certified Assessor, Professional, Town of Webster, 1000 Ridge Road, Webster, NY 14586, (585)872-7051, dkomor@ci.webster.ny.us, www.ci.webster.ny.us

1:00 p.m. – 4:00 p.m.
2H. Assessor Training: What is Income
ROOM: Building #6, Classroom 6-218
The afternoon session will include discussion of the definition and limitation of income for 425 & 467; options available to local taxing jurisdictions; troublesome items; and review of opinions of counsel. There will be plenty of time for questions and answers.

Donna Komor, IAO, NY Certified Assessor, Professional, Town of Webster, 1000 Ridge Road, Webster, NY 14586, (585)872-7051, dkomor@ci.webster.ny.us, www.ci.webster.ny.us

DOS Consultation Center
The Department of State’s Division of Local Government Services will have staff available for individual consultations with local government leaders interested in discussing resources available to address specific areas of concern.

Conference attendees can drop by DOS’s exhibit table in the gym to make an appointment to meet with DOS staff to discuss technical assistance available regarding specific funding opportunities, including the new Municipal Restructuring Fund and other ways DOS may be able to assist. This is an exciting opportunity that shouldn’t be missed.
9:15-10:30 a.m. ~ First Morning Session after Keynote

1A. Workers’ Compensation and Your Community
ROOM: Building #3, Classroom 3-102/104
The New York Workers’ Compensation Law was enacted in 1914 to protect both injured workers and their employers. The laws of New York are clear. With few exceptions, if your municipality has employees, you are required to provide workers’ compensation insurance to protect injured workers. Is your municipality covered?
- Walter Peretti, Associate Examiner, NYS Workers’ Compensation Board, 328 State Street, Schenectady, NY 12305, (518)402-8350, walter.peretti@wcb.ny.gov, www.wcb.ny.gov

1B. Cemetery Management Overview: Legal Responsibilities and Obstacles Towns & Villages Face in Preserving Cemeteries
ROOM: Building #14, Classroom H-116 A&B
NYS is home to thousands of neglected or abandoned cemeteries, many of which are technically the responsibility of their surrounding communities. Legal responsibilities and obstacles that communities face when they attempt to preserve or restore abandoned local cemeteries will be discussed in this session.

1C. Ethical Considerations for Planning Boards & ZBAs
ROOM: Sturtz Theater 4-111
This session will cover a wide range of issues that members of local land use decision-making bodies are confronted with. Discussion will include gray areas involving conflicts that arise from appearances before local decision-making bodies known to create ethical dilemmas.
- Charles Malcomb, Esq., Hodgson Russ Attorneys, 140 Pearl Street, Suite 100, Buffalo, NY 14202, (716)848-1261, cmalcomb@hodgsonruss.com, www.hodgsonruss.com

1D. Motions, Criteria & Decision Making
ROOM: Building #2, Amphitheater 2-107
Discussion of basic goals and guidelines for making sound motions and decisions is the topic of this session, including review of decision criteria, complex and/or controversial applications, recording detailed and accurate minutes, and dealing with precedents.
- Mark Schachner, Esq., Miller, Mannix, Schachner & Hafner, LLC, 15 West Notre Dame Street, Glens Falls, NY 12801, (518)793-8638, mschachner@mmshlaw.com, www.millermannix.com

1E. Reasonable Suspicion Training for Highway & DPW
ROOM: Building #2, Classroom 2-102
This session will review reasonable suspicion testing and the role of the supervisor in making the determination to send safety sensitive employees for drug or alcohol testing. Who is required to be tested, when testing should occur, the testing procedures and what should happen if an employee does not pass the test will also be covered.
- Roger Cava, Vice President and Director of Risk Management, New York Municipal Insurance Reciprocal, 12 Metro Park Road, Suite 200, Colonie, NY 12205, (518)437-1171 ext. 3345, rcava@wrightinsurance.com

1F. Leadership Through Effective Communication and Decision Making
ROOM: Building #6, Amphitheater 6-002
This session will incorporate examples, stories, and tools that will provide the skills to understand and better manage interactions with staff, board members, and residents of the community; introduce tools to help reduce conflict and plan for the future; and improve participants’ abilities to turn dry numbers into a compelling story and message.
- Sarah Defendorf, Director, Environmental Finance Center West, 2150 Allston Way #460, Berkeley, CA 94704, (510)878-9968, sdef@efcw.org, www.efcw.org

1G. NYS ITS GIS Program Office SharedGIS Initiative
ROOM: Building #3, Classroom 3-130
This session will provide background information on the GIS Program Office, with focus on the ShareGIS web services initiative. ShareGIS is being built in two phases. Discussion will include the services currently available as phase one wraps, as well as what the future holds for phase two.
- Frank Winters, Geographic Information Officer, Office of Information Technology Services, 10B Airline Drive, Albany, NY 12235, (518)242-5816, frank.winters@its.ny.gov, www.its.ny.gov
2A. Comp Plans & Your Bottom Line: What Town & Village Boards Need to Know
ROOM: Building #2, Classroom 2-102/104
The greatest benefit of comprehensive planning is getting through difficult discussions about the character of your community and the direction it should follow. This session will cover why comprehensive planning is vital; why it should have, a competitive edge; local commitment; a return on investment; and marketing the plan.


2B. Rise of Cemetery Abandonment in the Age of the Tax Cap
ROOM: Building #4, Classroom H-116 A&B
In an era of tax caps and shrinking revenue, the last thing a town wants to do is become a cemetery operator. However, that is exactly what some law and circumstances may require them to do. There are options to help in dealing with this new problem or perhaps in preventing cemetery abandonments that this session will discuss.


2C. Site Plan Review: Process & Paperwork
ROOM: Sturtz Theater 4-111
An overview of the statutory authority local governments have to review site plans. Discussion will include scope and content of a site plan and the role of the site plan in municipal review or development projects. A discussion of site plan design will also be included in this session.

- Christopher Eastman, Manager, Land Use Training and Technical Program, NYS Department of State, 99 Washington Avenue, Albany, NY 12231, (518)247-3555, christopher.eastman@dos.ny.gov, www.dos.ny.gov
- Catherine Hamlin, Local Government Training Specialist, NYS Department of State, 99 Washington Avenue, Albany, NY 12231, (518)436-6053, bskinner002@twcny.rr.com, www.nationalgrid.com

2D. Use & "Misuse" of Alternate Planning Board & ZBA Members
ROOM: Building #2, Amphitheater 2-107
This session will discuss how all existing provisions of law relating to training, continuing education, attendance, conflict of interest, compensation, eligibility, vacancy in office, compatibility of office and service on other boards, also apply to alternate members in the same manner as they apply in the same manner to both alternate board members and regular board members.

- Mark Schachner, Esq, Miller, Mannix, Schachner & Hufnec, LLC, 15 West Notre Dame Street, Glenn Falls, NY 12801, (518)791-6630, mschachner@millermanix.com, www.millermanix.com

2E. All the Things a Highway Department Should Know About the Emerald Ash Borer
ROOM: Building #2, Classroom 2-102
With an emerald ash borer (EAB) infestation on the horizon, the time to act is now. A highway department’s most strategic response is to start EAB preparations now, utilize a mix of treatment, removal, and replacement of trees, and to leverage as many public and private partnerships as possible to create the capacity needed to effectively respond to this threat.

- Brian Skinner, Retired Senior Arborist, 415 Helfer Lane Minora, NY 11316, (515)436-6053, Brian.Skinner2@nationalgrid.com, bskinner002@twcny.rr.com, www.nationalgrid.com

2F. Leadership Through Effective Communication and Decision Making (continued from Session 1F at 9:15-10:30 a.m.)
ROOM: Building #6, Amphitheater 6-002
A continuation from the first session at 9:15 a.m. To provide the skills to understand and better manage interactions with staff, board members and residents of the community.

- Sarah Diefendorf, Director, Environmental Finance Center West, 2150 Allston Way #460, Berkeley, CA 94704, (510)878-9968, sdief1@gmail.com, www.efcwest.net

2G. Community Choice Aggregation
ROOM: Building #3, Classroom 3-130
Community choice aggregation (CCA) is a state policy that allows local governments to aggregate residential electricity and natural gas demand within their jurisdictions. CCA can provide residential customers with more competitive energy rates, as well as protect them from predatory marketing and bad energy deals. This session will discuss all that is involved.

- Danielle McMullen, EnergyNext, Inc., 6 Franklin Square, Saratoga Springs, NY 12866, (518) 580-9244, danielle@energynext.com, www.energynext.com
- Mark Schachner, Esq, Miller, Mannix, Schachner & Hufnec, LLC, 15 West Notre Dame Street, Glenn Falls, NY 12801, (518)791-6630, mschachner@millermanix.com, www.millermanix.com
- Christopher Eastman, Manager, Land Use Training and Technical Program, NYS Department of State, 99 Washington Avenue, Albany, NY 12231, (518)247-3555, christopher.eastman@dos.ny.gov, www.dos.ny.gov

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- Danielle McMullen, EnergyNext, Inc., 6 Franklin Square, Saratoga Springs, NY 12866, (518) 580-9244, danielle@energynext.com, www.energynext.com

2:45-4:00 p.m. ~ Second Afternoon Session

ROOM: Building 92, Classroom 2-102

4A. Are Cost Effective Low Pressure Sewers In Your Future?

Low Pressure Sewer (LPS) systems are a reliable and economical alternative to gravity sewers. This presentation will review what a LPS is and its potential advantages over a gravity sewer system. A review of design engineering and financing required to support a sewer project will also be covered.

- Kevin Conway, Central NY Outside Sales, Barton & Loguidice, 1285 Fisher Avenue, Cortland, NY 13045, (607)753-2059 x223, kconway@bartonandloguidice.com, www.bartonandloguidice.com
- Terry Deuel, Environmental Project Manager, NYS Environmental Facilities Corporation, 1255 Fisher Avenue, Cortland, NY 13045, (607)753-2059 x223, tccurrie@efc.ny.gov, www.efc.ny.gov
- Donald Young, Partner, Boylan Code, LLP, Culver Road Armory, 145 Fisher Avenue, Rochester, NY 14609, (585)232-5300, x234, dyoung@boylancode.com, www.boylancode.com

4B. Public Sector Wage and Hour Laws: The Top Ten Employer Myths and Misconceptions

 Attendees will gain a better understanding of the federal Fair Labor Standards Act, the New York State Labor Law, the New York State Tax Law, and other laws, rules and regulations that impact payroll issues in the public sector including but not limited to the minimum wage, overtime pay, compensatory time off, and paid leave requirements.

- John Covacour, Esq, Partner, Hancock Estabrook, LLP, Counselors at Law, 1500 AXA Tower I, 100 Madison Street, Syracuse, New York 13202, (315)417-1101 ext. 411, rcovacour@wrightslawfirm.com, www.aymlaw.com

4C. Exploring the Regulation of Signs in NYS

This session will explore the strategies and pitfalls that municipalities should be aware of when adopting, updating or enforcing local sign regulations. Hot topics such as political signs and digital and electronic signage will be discussed as well as the latest from the Supreme Court on sign issues.

- Donald Young, Partner, Bryon Clark Code, LLP, Culver Road Armory, 145 Fisher Avenue, Rochester, NY 14609, (585)232-5300, x224, dyoung@bryonclarkcode.com, www.bryonclarkcode.com

4D. Q & A for PB & ZBA

ROOM: Sturtz Theater 4-111

This is your chance to ask the expert your burning legal questions. Back by popular demand, open floor for questions on planning and zoning issues with Scott Chatfield.

- Scott Chatfield, Esq., Chatfield Associates, P.O. Box 70, Marietta, NY 13118, (315)436-7911

4E. Implementing GIS from the Ground Up

ROOM: Building 92, Classroom 2-102

How to build and utilize GIS from the ground up. Knowing your GIS needs and finding partners is always a good place to start.

- Mickey Dietrich, GIS Specialist, NYS Tax Division Commission, 117 Washington Street, Watertown, NY 13601, (315)785-2389, micky@nysgov.com, www.nysgov.com

4F. Workforce Violence Prevention Training

ROOM: Building 93, Classroom 3-102/104

Local officials will learn the basics and detailed requirements for training for sexual harassment, discrimination and workplace violence. On June 7, 2006 New York State passed a law requiring public employers to provide workplace violence prevention training to their employees.

- Roger Curra, Vice President and Director of Risk Management, New York Municipal Insurance Reciprocal, 12 Metro Park Road, Suite 208, Colonie, NY 12205, (800)417-1101 ext. 411, rcurra@wrightslawfirm.com, www.aymlaw.com

4G. North Country Health Compass & Your Community

ROOM: Building 3, Classroom 3-130

The North Country Health Compass brings non-biased data, local resources and a wealth of information to one, accessible, user-friendly location. The intent is to give communities the tools needed to read and understand public health indicators that affect quality of residents’ lives. Local governments can use this data to establish goals on a variety of platforms.

- Ian Grant, Fort Drum Regional Health Planning Organization, 120 Washington Street, Suite 100, Rochester, NY 14620, (585)232-5300, x234, dyoung@boylancode.com, www.boylancode.com
- Emily Chessin, NY-Sun PV Trainers Network, Senior Consultant, 13110, (315)428-4192, kbryerton@osc.state.ny.us, www.osc.state.ny.us

3:00-4:15 p.m. ~ First Afternoon Session

ROOM: Building 92, Amphitheater 2-107

3A. True Cost of Services

ROOM: Building 92, Amphitheater 2-107

This presentation will provide local officials with a more meaningful and understandable budget document. By identifying the direct and indirect costs associated with a government service as well as any revenues realized by offering the service, local officials will be able to determine and communicate to taxpayers the “true cost” of services being offered.

- Laird Petrie, Associate Examiner, NYS Office of the State Comptroller, State Office Building, 133 East Washington Street, Syracuse, NY 13202, (315)447-3472, lpetrie@osc.state.ny.us, www.osc.state.ny.gov

3B. Which Way Do I Go? How to Prepare a “Blueprint for Funding” Your Next Project

ROOM: Building 93, Classroom 3-102/104

A review of the steps involved in preparing a Funding Quilt for your next project will be the focus of this session. Participants will review how to prioritize, select and promote their project before a grant deadline as well as learn key points in developing successful applications.

- Benjamin Sydel, AICP, Vice President, Laberge Group, 4 Computer Drive West, Albany, NY 12205, (518)458-7112, bhoydan@labergegroup.com, www.labergegroup.com

3C. Planning and Zoning for Solar

ROOM: Sturtz Theater 4-111

This session will cover zoning frameworks for solar development with a focus on reviewing the NY State Model Solar Energy Law, designed to assist communities in adopting zoning provisions that promote solar energy systems while protecting community character and the environment. The session will review definitions, permitted uses, dimensional standards, development standards, and deconstraining for solar PV projects. Time permitting, the session will also cover other hot topics in solar development including Real Property Tax Law Section 487 and solar development in agricultural areas.

- Emily Chesina, NYS SUN PV Trainers Network, Senior Consultant, Meister Consultants Group, Suite 230, Boston, MA 02208, (617)848-6895, emilychesina@migroup.com, https://training.nys-sun.ny.gov/
- Sasha Shydyroff, NYS SUN PV Trainers Network, Senior Consultant, Meister Consultants Group, Suite 230, Boston, MA 02208, (617)848-6895, sashashydyroff@migroup.com, https://training.nys-sun.ny.gov/

3D. SEQR Basics

ROOM: Building 92, Amphitheater 2-107

An introduction to the State Environmental Quality Review Act includes an overview of the environmental assessment form (EAF), Types I, II, and Type III, and Unlisted actions and the sequence of making a positive or negative declaration on a project’s potential to have an adverse impact on the environment. The relationship between the administration of local regulations and SEQR will also be discussed.

- Christopher Eastman, Manager, Land Use Training and Technical Program, NYS Department of State, 99 Washington Avenue, Albany, NY 12231, (518)473-2150, christopher.eastman@dos.ny.gov, www.dos.ny.gov/ld
- Catherine Hamlin, Local Government Training Specialist, NYS Department of State, 99 Washington Avenue, Albany, NY 12231, (518)473-3555, catherine.hamlin@dos.ny.gov, www.dos.ny.gov/ld

3E. Roadway and Roadside Drainage

ROOM: Building 92, Amphitheater 2-107

This session will cover: extreme of drainage problems; properties and effects of soil and subsurface water; what subsurface drains do not do; purpose of cross section elements and maintenance techniques; how to maintain, inspect, and install culverts; purpose and maintenance of ditches; and much more.

- David Orr, PE, Director, Cornell Local Roads Program, 416 Riley-Robb Hall, Ithaca, NY 14853, (607)255-8833, david.orr@cornell.edu, www.cerp.cornell.edu

3F. Protecting Municipal Data & Computer Systems: A Non-Technical Guide For Beginners

ROOM: Building 3, Classroom 3-102/104

This workshop will cover the basics of government cybersecurity and will improve local government cybersecurity by reviewing the fundamentals. This session includes identifying common cybersecurity threats and methods to reduce risk of becoming a victim. Participants will be given the tools to evaluate their cybersecurity policies, procedures, and technologies.

- Karen Bryerton, Associate Examiner, NYS Office of the State Comptroller, State Office Building, 133 East Washington Street, Syracuse, NY 13202, (315)425-4219, kbryerton@osc.state.ny.us, www.osc.state.ny.us

3G. Fort Drum Joint Land Use Study Overview

ROOM: Building 92, Classroom 2-107

The goal of the Fort Drum Joint Land Use Study (FD JLS) is to reduce potential conflicts between FD and the surrounding communities while accommodating new growth and economic development, sustaining economic vitality, and protecting the operational missions of FD. JLS programs traditionally have been dependent on the development of a comprehensive, collaborative, and action plan.

- Celeste Roccieri-Werner, AICP, Vice President, Matrix Design Group, 2029 N. Central Avenue, Suite 1148, Phoenix, AZ 85040, (602)288-8344, celeste.werner@matrixdesigngroup.com, www.matrixdesigngroup.com
- Mike Hopla, Vice President, Matrix Design Group, 2118 Priest Bridge Court, Suite 1, Crofton, MD 21114, (443)374-6111, mike_hopla@matrixdesigngroup.com, www.matrixdesigngroup.com
### Conference Schedule at a Glance

**9:15-10:30 ~ SESSION 1**

1A. Workers’ Compensation & Your Community  
- Walter Peretti, Associate Examiner, NYS Workers’ Compensation Board

1B. Cemetery Management Overview: Legal Responsibilities and Obstacles  
- David Fleming, Jr., Governmental Relations, Featherstonhaugh, Wiley & Clyne

1C. Ethical Considerations for Planning Boards & ZBAs  
- Charles Malcomn, Esq., Hodgson Russ Attorneys

1D. Motions, Criteria & Decision Making  
- Mark Schachner, Esq, Miller, Mannix, Schachner & Hafner

1E. Reasonable Suspicion Training for Highway & DPW  
- Roger Cuva, Vice President and Director of Risk Management, New York Municipal Insurance Reciprocal

1F. Leadership Through Effective Communication and Decision Making  
- Sarah Diefendorf, Director, Environmental Finance Center West

1G. NYS ITS GIS Program Office SharedGIS Initiative  
- Frank Winters, Geographic Information Officer, Office of Information Technology Services

**10:45 a.m. ~ NOON ~ SESSION 2**

2A. Comp Plans & Your Bottom Line: What Town & Village Boards Need to Know  
- Diana Smith, Business Development Dir., MRB Group

2B. Rise of Cemetery Abandonment in the Age of the Tax Cap  
- David Fleming, Jr., Governmental Relations, Featherstonhaugh, Wiley & Clyne

2C. Site Plan Review: Process & Paperwork  
- Christopher Eastman, Manager Land Use Training and Technical Program, NYS DOS

2D. Use & “Misuse” of Alternate Planning Board & ZBA Members  
- Mark Schachner, Esq, Miller, Mannix, Schachner & Hafner

2E. All the Things a Highway Department Should Know About the Emerald Ash Borer  
- Brian Skinner, Retired Senior Arborist

2F. Leadership Through Effective Communication and Decision Making (continued from Session 1)  
- Sarah Diefendorf, Director, Environmental Finance Center West

2G. Community Choice Aggregation  
- Danielle McMullen, EnergyNext, Inc.

**12:00-1:00 ~ LUNCH ~ Sponsored by BCA Architects & Engineers - Building #4/Gymnasium**

**1:15-2:30 p.m. ~ SESSION 3**

3A. True Cost of Services  
- Laird Petreti, Associate Examiner, NYS Office of the State Comptroller

3B. Which Way Do I Go? How to Prepare a “Blueprint for Funding” Your Next Project  
- Benjamin Syden, AICP, Vice President, Laperbe Group

3C. Planning and Zoning for Solar  
- Emily Chesvin, NY-Sun PV Trainers Network, Senior Consultant, Meister Consultants Group

3D. SEQRI Basic  
- Christopher Eastman, Manager Land Use Training and Technical Program, NYS DOS

3E. Roadway and Roadside Drainage  
- David Orr, PE, Director, Cornell Local Roads Program

3F. Protecting Municipal Data & Computer Systems: A Non-Technical Guide For Beginners  
- Karen Bryerton, Associate Examiner, NYS Office of the State Comptroller

3G. Fort Drum Joint Land Use Study Overview  
- Celeste Boccieri-Werner, AICP, Vice President, Matrix Design Group

**2:45-4:00 ~ SESSION 4**

4A. Are Cost-Effective Low Pressure Sewers In Your Future?  
- Kevin Conway, Central NY Outside Sales, Stewart Equipment

4B. Public Sector Wage and Hour Laws: The Top Ten Employer Myths and Misconceptions  
- John Corcoran, Esq, Partner, Hancock Estabrook

4C. Exploring the Regulation of Signs in NYS  
- Donald Young, Partner, Boylan Code

4D. O & A for PB & ZBA  
- Scott Chaffield, Esq, Chaffield Associates

4E. Implementing GIS from the Ground Up  
- Mickey Dietrich, GIS Specialist, NYS Tug Hill Commission

4F. Workplace Violence Prevention Training  
- Roger Cuva, Vice President and Director of Risk Management, New York Municipal Insurance Reciprocal

4G. North Country Health Compass & Your Community  
- Jan Grant, Fort Drum Regional Health Planning Organization

**4:00 to 5:00 p.m. ~ RECEPTION ~ Sponsored by GYMO Architecture, Engineering & Land Surveying - Building #4/Gymnasium**