



**ILMCT**  
**INSTITUTE AND ACADEMY**



**BALL STATE  
UNIVERSITY**

# **30<sup>th</sup> Annual ILMCT Institute & Academy**

March 16-20, 2025 | Plainfield, IN

# 30TH ANNUAL ILMCT INSTITUTE & ACADEMY

Join us in Plainfield for the 30th Annual ILMCT Institute & Academy where you will spend the week diving into topics focused specifically on the role of the municipal clerk and clerk-treasurer. Attend an abundant lineup of classes for both the novice and advanced municipal official, targeting the subjects necessary for you to grow in your profession. Network with your colleagues and learn from their experiences, while gathering the tools you need to be a powerful part of your local government team.

Sunday, March 16	
8:00 a.m. – 3:00 p.m.	<b>Athenian Dialogue</b> – The Energy Bus <i>Separate pre-registration required</i>
2:00 p.m. – 6:00 p.m.	Registration
3:00 p.m. – 4:00 p.m.	Welcome & Opening Session
4:00 p.m. – 5:00 p.m.	<b>Institute &amp; Academy Class</b> – Panel with Newly Appointed State Agency Leaders
5:00 p.m. – 6:00 p.m.	<b>Institute &amp; Academy Class</b> – Public Purchasing Requirements and Strategies
6:30 p.m.	Breaking the Ice – Trivia
Monday, March 17	
7:30 a.m. – 8:00 a.m.	Registration & Continental Breakfast
8:00 a.m. – 4:00 p.m.	State Board of Accounts Resource Center
8:00 a.m. – 9:00 a.m.	<b>Institute &amp; Academy Class</b> – Language Matters
9:00 a.m. – 11:00 a.m.	<b>Institute &amp; Academy Class</b> – Interpersonal Relationships
11:00 a.m. – 12:15 p.m.	<b>Luncheon</b>
12:30 p.m. – 2:00 p.m.	<b>Institute &amp; Academy Class</b> – Walk Through an Audit with the State Board of Accounts
2:00 p.m. – 3:30 p.m.	<b>Institute &amp; Academy Class</b> – State Board of Accounts Highlights Common Audit Findings
3:30 p.m. – 5:00 p.m.	<b>Institute &amp; Academy Class</b> – The Family and Medical Leave Act (FMLA): Compliance and Key Insights
7:00 p.m. – 9:00 p.m.	<b>Networking Reception</b> <i>Sponsored by Boyce Systems</i>
Tuesday, March 18	
7:30 a.m. – 8:00 a.m.	Registration & Continental Breakfast
8:00 a.m. – 4:00 p.m.	Aim Field Services Help Desk
8:00 a.m. – 10:00 a.m.	<b>Institute &amp; Academy Class</b> – Workers Compensation Coverage for Municipal Employees
10:00 a.m. – 11:30 a.m.	<b>Institute &amp; Academy Class</b> – Everything you Wanted to Know about AI, but Are Afraid to Ask
11:30 a.m. – 12:45 p.m.	Luncheon
1:00 p.m. – 2:30 p.m.	<b>Institute &amp; Academy Class</b> – Overcoming the Fear of Using AI in the Public Space
2:30 p.m. – 3:30 p.m.	<b>Institute &amp; Academy Class</b> – Understanding Legislative Relationships, Following Statehouse News, and Knowing When and How to use your Voice

Tuesday, March 18 (Continued)	
3:30 p.m. – 4:30 p.m.	<b>Institute &amp; Academy Class</b> – Streaming and Archiving Public Meetings
4:30 p.m. – 5:30 p.m.	<b>Institute &amp; Academy Class</b> – Using State Revolving Fund to Improve Invisible Infrastructure and Achieve Compliance
7:00 p.m. – 9:00 p.m.	<b>Institute &amp; Academy Class</b> – Know your Stuff: Don't Jeopardize your Community's Reputation <i>Sponsored by LWG CPAs &amp; Advisors</i>
Wednesday, March 19	
7:30 a.m. – 8:00 a.m.	Registration & Continental Breakfast
8:00 a.m. – 9:00 a.m.	<b>Institute Class</b> – Managing Municipal Capital Assets
8:00 a.m. – 9:00 a.m.	<b>Academy Class</b> – Strengthen your Leadership Skills through Honing your Writing Techniques
9:00 a.m. – 11:00 a.m.	<b>Institute Class</b> – Budgeting Basics and Important Tips for Managing your Budget Year Round
9:00 a.m. – 11:00 a.m.	<b>Academy Class</b> – Advanced Budgeting and Post-Budgeting Skills
11:00 a.m. – 12:15 p.m.	Luncheon
12:30 p.m. – 2:30 p.m.	<b>Institute Class</b> – Gateway to Knowledge: How to Find Data in Familiar Places
12:30 p.m. – 2:30 p.m.	<b>Academy Class</b> – Case Studies: What Can We Learn from the Audits of Others?
2:30 p.m. – 3:30 p.m.	<b>Institute Class</b> – Americans with Disabilities Act Compliance
2:30 p.m. – 3:30 p.m.	<b>Academy Class</b> – Understanding Credit Rating Agencies and Municipal Debt
3:30 p.m. – 4:30 p.m.	<b>Institute &amp; Academy Class</b> – Ethics for Municipal Officials and Employees
4:30 p.m. – 5:30 p.m.	<b>Institute &amp; Academy Class</b> – Tax Increment Financing Spending Plans and Reporting
Thursday, March 20	
7:30 a.m. – 8:00 a.m.	Registration & Continental Breakfast
8:00 a.m. – 9:00 a.m.	<b>Institute &amp; Academy Class</b> – Effective Meeting Preparation and Documentation
9:00 a.m. – 10:00 a.m.	<b>Institute &amp; Academy Class</b> – Collecting, Reporting, and Paying Sales Tax
10:00 a.m. – 11:00 a.m.	<b>Institute &amp; Academy Class</b> – Final Exam: What We've Learned
11:00 a.m. – 12:00 p.m.	Closing Session Q&A



**BALL STATE  
UNIVERSITY**

## Institute & Academy



ILMCT and Ball State University have been partners for decades. Our collaboration to provide Hoosier clerks and clerk-treasurers with quality continuing education through the ILMCT Institute & Academy is going strong. This partnership, when coupled with the educational guidance of the International Institute for Municipal Clerks, ILMCT Institute & Academy, is better than ever!

### What is the difference between the Institute & Academy?

**Certified Municipal Clerk (CMC)/Institute** – The CMC program is designed to enhance the job performance of the clerk, clerk-treasurer, controller, and deputy clerk. To earn the CMC designation, attendance in an extensive education program is required. Institute classes are designed to equip attendees with the basic skills needed to perform the duties of their office, based on the International Institute of Municipal Clerks (IIMC) core curriculum.

**Master Municipal Clerk (MMC)/Academy** – The MMC program is an advanced continuing education program that prepares participants to perform complex municipal duties. The program has an extensive and rigorous educational component and a professional and social contribution component. The MMC applicant must demonstrate that they have actively pursued education and professional activities. Academy classes are deemed appropriate for those working towards their MMC designation. More information on the IIMC programs can be found at [www.iimc.com](http://www.iimc.com).

**These classes are also designed for those pursuing their Indiana Accredited Municipal Clerk (IAMC) or Indiana Accredited Municipal Clerk Advanced (IAMCA) designation through ILMCT.**

Additionally, both Institute and Academy classes can be used toward the Certified Public Finance Administrator (CPFA) designation offered through the Association of Public Treasurers of the United States and Canada. More information can be found at [www.aptusc.org](http://www.aptusc.org).

### EDUCATIONAL SESSIONS

#### Sunday, March 16

##### **Panel with Newly Appointed State Agency Leaders (Institute & Academy)**

Following the inauguration of Mike Braun, most state agencies will experience some transition. ILMCT will invite new leaders whose work will impact municipalities to introduce themselves and share a few words about any changes they expect to make in the coming months and years.

##### **Public Purchasing Requirements and Strategies (Institute & Academy)**

Local governments are subject to many rules and procedures designed to make the bidding purchasing processes transparent, fair, and economical. Attendees of this course will receive vital information to ensure they have the foundation and advanced best practices to employ a procurement program that exceeds expectations.

#### Monday, March 17

##### **Language Matters (Institute & Academy)**

This workshop aims to raise awareness of cultural differences and equip attendees with effective strategies for communication and relationship building across different nationalities. The focus will be on understanding cultural norms, communication styles, and how diverse cultural backgrounds impact workforce dynamics. Additionally, the session will highlight key findings regarding workforce diversity and the role of technology.

##### **Interpersonal Relationships (Institute & Academy)**

With clear understanding comes the ability to communicate, work, accomplish goals, and resolve conflicts along the way. The goal during this workshop is to uncover insights about oneself and how to react and work with others. The presenters will be touching on various personality assessments as well as assessments on how to respond to expectations. Understanding yourself better first and then learning to observe and recognize traits around you will help you become more successful professionally and personally.

**Monday, March 17** (Continued)**Walk Through an Audit with the State Board of Accounts**  
(Institute & Academy)

The State Board of Accounts will discuss the various components of an audit. Starting first with their determination of the engagement type auditees will receive. Then, the duo will transition to what occurs during an audit and what the SBOA expects from the auditee once the engagement concludes.

**State Board of Accounts Highlights Common Audit Findings**  
(Institute & Academy)

Building on their first presentation regarding the audit process, the representatives from the State Board of Accounts will discuss some of the most common audit findings. They will expand on these findings as to how auditees can ensure they are complying to avoid potentially receiving similar findings. Time permitting, speakers will address some of their most frequently asked audit questions.

**The Family and Medical Leave Act (FMLA): Compliance and Key Insights**  
(Institute & Academy)

When employees need time off to deal with their own health or the health of a loved one, it's a time of great stress and uncertainty. Help your team through it by knowing the ins and outs of FMLA, because what they (and you) don't know can actually add to an already difficult situation. Participants will leave this presentation with greater knowledge of what triggers FMLA paperwork, how existing PTO is affected, and the detailed considerations of FMLA.

**Tuesday, March 18****Workers' Compensation Coverage for Municipal Employees: Coverage, Classifications, Premium Calculations, and the Audit Process**  
(Institute & Academy)

This two-hour workshop is tailored for municipal officials, employees, and administrators, who are responsible for understanding and managing workers' compensation within the public sector. This session provides a deep dive into the unique aspects of workers' compensation coverage for municipal employees, focusing on classifications, premium calculations, and the premium audit process. Participants will gain a clearer understanding of how workers' compensation works specifically for municipal entities and learn best practices for all things workers' compensation related.

**Everything you Wanted to Know about AI but are Afraid to Ask**  
(Institute & Academy)

Artificial Intelligence (AI) is no longer a concept confined to science fiction – it's shaping our present and future in ways both exhilarating and unsettling. This workshop will unravel the complexities of AI by exploring its origins, its current state, and the risks and challenges it introduces to our world.

**Artificial Intelligence: Overcoming the Fear of Using AI in the Public Space**  
(Institute & Academy)

AI is transforming every facet of our lives, yet many people still feel intimidated or uncertain about incorporating it into their daily routines, particularly in public and professional spaces. The workshop will help attendees overcome their fears and gain confidence in using AI tools effectively. Through practical examples, the presenter will explore how AI can enhance innovation in the workplace, while also discussing potential future challenges and how to stay ahead of the curve.

**Understanding Legislative Relationships, Following Statehouse News, and Knowing When and How to Use Your Voice**  
(Institute & Academy)

This annual course always has a new twist! This year, members of the Aim legislative team will be on hand to discuss major happenings at the statehouse as the long legislative session ends. Also, schedule permitting, we'll hear from lawmakers first-hand how they believe clerks and clerk-treasurers can affect change through communication with their legislators.

**Streaming and Archiving Public Meetings**  
(Institute & Academy)

The law requiring streaming and archiving certain public meetings is nearly in effect. Speakers will review the requirements to ensure attendees are ready to flip the "on" switch, if they haven't already. Also, we'll hear from a fellow Clerk-Treasurer about their experience, and you'll be glad to learn, it doesn't have to be a costly or difficult process. What are the low-cost streaming options? Can you host meetings exclusively online? How are you preserving these recordings? These questions and more will be answered in this critical workshop!

**Using State Revolving Fund to Improve Invisible Infrastructure and Achieve Compliance**  
(Institute & Academy)

Building out and maintaining vital infrastructure is a core service of municipal government. However, infrastructure, especially that which is underground, is extremely costly to construct and sustain. This workshop will review the various funding options out there to assist with keeping the backbone of our communities in good, healthy, working order. We'll also discuss the new federal requirements for replacing lead service lines and monitoring water loss that every community leader needs to understand.

**ILMCT Presents - Know your Stuff: Don't Jeopardize your Community's Reputation**  
(Institute & Academy)

*Sponsored by LWG CPAs & Advisors*

*This is Jeopardy!* In this interactive, high-energy workshop, attendees will sharpen their knowledge of essential municipal topics while engaging in a fun and competitive game show format inspired by Jeopardy. This two-hour session will not only help participants deepen their understanding of key issues affecting their communities but also promote better decision-making in local government. Divided into teams, participant will answer important municipal questions across categories such as Taxes, Succession Planning, American Rescue Plan Act (ARPA), and more. What's the goal? Equip everyone with the tools and knowledge to avoid jeopardizing their community's reputation through informed decision-making and strong governance.

**Wednesday, March 19****Managing Municipal Capital Assets**  
(Institute)

This course equips clerks with essential knowledge to oversee and maintain city or town's capital assets, including buildings, infrastructure, and equipment. Participants will learn strategies for inventory management, budgeting for asset maintenance, and knowing when long-term replacements or upgrades will be necessary. The course emphasizes legal compliance, effective record-keeping, and coordination with others to ensure the municipality's assets are managed efficiently and sustainably. By the end of the course, participants will be prepared to support strategic asset management that maximizes community value and minimizes costs.

**Wednesday, March 19** (Continued)**Strengthen your Leadership Skills through Honing your Writing Techniques****(Academy)**

As a leader in your community, you need to learn compelling and impactful written communications skills for a variety of audiences, including constituents, colleagues, and stakeholders. Participants in this fast-paced class will explore techniques for presenting clear arguments, addressing diverse perspectives, and using evidence to build credibility and trust. By the end of the class, leaders will feel confident in their ability to influence decisions and drive action through persuasive and effective written communication.

**Budgeting Basics and Important Tips for Managing your Budget Year Round****(Institute)**

Following a quick budget-making refresher, our expert speaker will lead the group through what happens after the budget passes, how to manage and monitor spending to stay on track, and best practices to make next year's budget an easier, more efficient exercise.

**Advanced Budgeting and Post-Budgeting Skills****(Academy)**

For those well-versed in budgeting best practices, there is still more to learn! Once the budget is passed there is the 1782 Notice, sometimes an excess levy appeal, and understanding how the county budget and county-based property tax appeals come into play. And there is the need to plan ahead and think long-term about your community's financing. Join this class where our municipal finance expert and veteran Clerk-Treasurer team up to bring you these topics and more during this advanced budgeting course.

**Gateway to Knowledge: How to Find Data in Familiar Places****(Institute)**

You know Gateway and what you are required to put into the portal. But do you know all of the data you can retrieve? Do you know the many other data sources out there you can call upon to help you make more informed decisions? This workshop will explore useful data hubs and how this knowledge is right at your fingertips.

**Case Studies: What can we Learn from the Audits of Others?****(Academy)**

It's tough to watch any of your colleagues' struggle through a tough audit. But once the dust settles, what can be learned from their experience? We'll explore the findings of a recent audit and use this as a jumping off point for a deep dive into effectively communicating with your team and fellow elected leaders in the best interest of your city or town.

**Americans with Disabilities Act Compliance****(Institute)**

Safe streets, easy access, a transparent government, these are just a few expectations we have of our municipalities. While for most of us, these things mean the same thing. However, for those with disabilities, they mean so much more. What questions should you be asking about your community and ADA compliance? Where do you go for answers? And how do you ensure your community is a welcome place for all abilities?

**Understanding Credit Rating Agencies and Municipal Debt****(Academy)**

This class will provide a comprehensive overview of credit rating agencies such as Moody's, S&P, and Fitch, and their critical role in evaluating the creditworthiness of municipalities issuing debt. Participants will learn how credit ratings are determined, what factors influence a municipality's rating, and how these ratings impact borrowing costs and investor confidence. The course highlights the benefits of maintaining a high credit rating, such as lower interest rates on bonds and increased market access for future debt issuance. Practical strategies for improving and preserving credit ratings will be discussed, along with the potential consequences of rating downgrades. Attendees will come away understanding the importance of credit ratings in municipal finance and how to work proactively to achieve favorable outcomes.

**Ethics for Municipal Officials and Employees****(Institute & Academy)**

This workshop will provide municipal officials and employees with the tools to navigate ethical challenges in public service. Participants will explore the principles of integrity, transparency, and accountability while learning how to identify and address conflicts of interest, misuse of resources, and other ethical dilemmas. Interactive scenarios and discussions will help attendees apply ethical decision-making frameworks to real-world situations in municipal governance. By the end of the workshop, participants will be better equipped to foster trust and uphold the highest standards of ethical conduct in their roles.

**Tax Increment Financing Spending Plans and Reporting****(Institute & Academy)**

There are fewer municipal financing tools with as much transparency as revenues generated in Tax Increment Financing districts. In this workshop participants will receive a review of existing reporting requirements with a deep dive into the latest spending plan mandate and what was learned following the first submission in 2024.

**Thursday, March 20****Effective Meeting Preparation and Documentation****(Institute & Academy)**

This course provides essential skills for preparing and documenting effective minutes for council meetings. Participants will learn best practices for notetaking, structuring meeting agendas, and ensuring clear, concise, and accurate minutes. The course also covers how to anticipate key discussions, manage time effectively, and handle sensitive topics in a professional manner. By the end, attendees will be equipped to facilitate smooth and productive council meetings through meticulous preparation and comprehensive documentation.

**Collecting, Reporting, and Paying Sales Tax****(Institute & Academy)**

Many are surprised to hear that municipal governments both collect and pay sales taxes. Sales taxes must be collected on things such as field rental, shelter and room rentals, and more. And just as we do as citizens, there are forms to be filed and these taxes are paid to the Indiana Department of Revenue. This workshop will discuss when sales taxes must be paid and collected, and when and how those funds will be transferred to the state. Join this workshop to avoid tax confusion!

**Thursday, March 20** (Continued)

**Final Exam: What We've Learned**

**(Institute & Academy)**

This will be the first final exam that leaves you energized, confident in all you've learned, and looking forward to next year's Institute & Academy! Join this session for a fun and advanced conference roundup that helps you pull it all together and digest the most important information from the week.

**Closing Session Q&A**

Last call! Before you head for home, attend this final session to ask questions, seek advice, vent, or share something important with your fellow ILMCT members and Institute & Academy attendees.



**Hotel**

**Embassy Suites by Hilton Plainfield Indianapolis Airport**

6089 Clarks Creek Road, Plainfield, IN 46168  
(800) 362-2779

**Room Rate:** \$177 per night (plus tax)

**Group Code:** AIM

**Group Name:** 2025 ILMCT Institute & Academy

**Book Online:** [aimindiana.org/ilmct](http://aimindiana.org/ilmct)

The hotel is connected by indoor walkway to the Event Center. Please contact the Embassy directly to make your hotel reservation. Request Group Name 2025 ILMCT Institute & Academy to receive the special rate of \$177 per night (plus tax). Reservations must be made by Wednesday, February 26 to receive the ILMCT rate. Please note that the hotel block may sell out before the reservation deadline of February 26. It is highly recommended that you do not wait until February 26 to book your hotel room. **ILMCT is not responsible for hotel reservations or cancellations.**

**Event Center**

**Embassy Suites by Hilton Plainfield Indianapolis Airport**

2353 Perry Road, Plainfield, IN 46168

**Mail or Fax completed registration form with check made payable to ILMCT or completed credit card information to:**

ILMCT | 125 W. Market Street, Suite 100, Indianapolis, IN 46204  
(317) 237-6206

**Meeting Materials**

Please provide your email address on your registration form. Meeting materials will be emailed to attendees prior to the event via Dropbox. Printed copies will not be available onsite. Please print copies or save files to your device prior to your arrival. Wifi is complimentary. Power outlets may be limited. Bring your device fully charged to the event each day.

**Conference Attire**

Business casual attire is suggested for this event. Event room temperature may vary beyond ILMCT control; please wear layers of clothing for your comfort.

**Meals**

Included with your registration fee, continental breakfast will be provided Monday through Thursday and lunch will be provided Monday through Wednesday. Dinner will be served on Sunday. Monday and Wednesday nights are open for conference attendees to explore Plainfield.

**Special Needs**

We want to make all events accessible to you. If you require special arrangements or a special diet, please notify us on your registration form. We may not be able to accommodate such requests the day of the event.

**Parking**

Parking is complimentary.

**Late Registrations**

Registrations received after March 7, including onsite registrations, will be subject to a late fee of \$25.

**Cancellation Policy**

Written cancellation received on or before March 7 will be refunded less a \$50 administrative fee. Cancellations should be faxed to (317) 237-6206 or sent to [bbystry@aimindiana.org](mailto:bbystry@aimindiana.org). No refunds after March 7.



	Full Registration	Sunday	Monday	Tuesday	Wednesday	Thursday
ILMCT Member	\$450	\$60	\$125	\$125	\$125	\$70
Non-ILMCT Member	\$500	\$70	\$135	\$135	\$135	\$80
<b>Late Fee (received after March 7) Add \$25</b>						

### Personal Information

Full Name
Preferred Name for Badge
Municipality
Title
Address
City/State/Zip
Phone
Email
First Time Attendee <input type="checkbox"/> YES <input type="checkbox"/> NO
Special Needs and Dietary Restrictions

### Payment

Amount:
Circle One: <input type="checkbox"/> Check <input type="checkbox"/> MC <input type="checkbox"/> Visa <input type="checkbox"/> Discover <input type="checkbox"/> AmEx
Check Number (Payable to ILMCT)
Card Number
Expiration Date <span style="float: right;">Verification Code</span>
Name of Cardholder
Billing Address
City/State/Zip
Cardholder Signature

### Institute Sessions & Meals

Please check the events you plan to attend. Count towards CMC credit only.

<b>Sunday, March 16</b>	
<input type="checkbox"/> Welcome & Opening Session	<input type="checkbox"/> Public Purchasing
<input type="checkbox"/> Panel of State Agency Leaders	<input type="checkbox"/> Breaking the Ice - Trivia
<b>Monday, March 17</b>	
<input type="checkbox"/> Breakfast	<input type="checkbox"/> Walk Through an Audit
<input type="checkbox"/> Language Matters	<input type="checkbox"/> Common Audit Findings
<input type="checkbox"/> Interpersonal Relationships	<input type="checkbox"/> Family and Medical Leave Act
<input type="checkbox"/> Lunch	
<b>Tuesday, March 18</b>	
<input type="checkbox"/> Breakfast	<input type="checkbox"/> Legislative Relationships
<input type="checkbox"/> Workers Compensation	<input type="checkbox"/> Streaming and Archiving
<input type="checkbox"/> Everything AI	<input type="checkbox"/> SRF to Improve Invisible Infrastructure
<input type="checkbox"/> Lunch	<input type="checkbox"/> Know your Stuff
<input type="checkbox"/> Overcoming the Fear of AI	
<b>Wednesday, March 19</b>	
<input type="checkbox"/> Breakfast	<input type="checkbox"/> ADA
<input type="checkbox"/> Managing Municipal Capital Assets	<input type="checkbox"/> Ethics for Municipal Officials and Employees
<input type="checkbox"/> Budgeting Basics	<input type="checkbox"/> TIF
<input type="checkbox"/> Lunch	
<input type="checkbox"/> Gateway to Knowledge	
<b>Thursday, March 20</b>	
<input type="checkbox"/> Breakfast	<input type="checkbox"/> Final Exam
<input type="checkbox"/> Effective Meeting Preparation	<input type="checkbox"/> Closing Session Q&A
<input type="checkbox"/> Sales Tax	

### Academy Sessions & Meals

Please check the events you plan to attend. You may only earn MMC credit for these sessions if you already have received your CMC.

<b>Sunday, March 16</b>	
<input type="checkbox"/> Welcome & Opening Session	<input type="checkbox"/> Public Purchasing
<input type="checkbox"/> Panel of State Agency Leaders	<input type="checkbox"/> Breaking the Ice - Trivia
<b>Monday, March 17</b>	
<input type="checkbox"/> Breakfast	<input type="checkbox"/> Walk Through an Audit
<input type="checkbox"/> Language Matters	<input type="checkbox"/> Common Audit Findings
<input type="checkbox"/> Interpersonal Relationships	<input type="checkbox"/> Family and Medical Leave Act
<input type="checkbox"/> Lunch	
<b>Tuesday, March 18</b>	
<input type="checkbox"/> Breakfast	<input type="checkbox"/> Legislative Relationships
<input type="checkbox"/> Workers Compensation	<input type="checkbox"/> Streaming and Archiving
<input type="checkbox"/> Everything AI	<input type="checkbox"/> SRF to Improve Invisible Infrastructure
<input type="checkbox"/> Lunch	<input type="checkbox"/> Know your Stuff
<input type="checkbox"/> Overcoming the Fear of AI	
<b>Wednesday, March 19</b>	
<input type="checkbox"/> Breakfast	<input type="checkbox"/> Credit Rating Agencies
<input type="checkbox"/> Leadership Skills through Writing	<input type="checkbox"/> Ethics for Municipal Officials and Employees
<input type="checkbox"/> Advanced Budgeting	<input type="checkbox"/> TIF
<input type="checkbox"/> Lunch	
<input type="checkbox"/> Audit Case Studies	
<b>Thursday, March 20</b>	
<input type="checkbox"/> Breakfast	<input type="checkbox"/> Final Exam
<input type="checkbox"/> Effective Meeting Preparation	<input type="checkbox"/> Closing Session Q&A
<input type="checkbox"/> Sales Tax	



**ILMCT**  
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