



MARYLAND ASSOCIATION of COUNTIES

Winter Conference

DEC 10-12, 2025

HYATT, CAMBRIDGE, MD

LOCAL
LEADERSHIP,
LASTING IMPACT:

Shaping

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NEXT



Program



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SAVE THE DATES

MACo Summer Conference: August 12-15, 2026

MACo Winter Conference: January 5-8, 2027

(see page 35 for details on the January conference!)

MARYLAND ASSOCIATION of COUNTIES

169 Conduit Street
Annapolis, MD 21401

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The MACo Corporate Partner Program

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Cigna Healthcare

WGL Energy Services, Inc.

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ezVOLTz

Pepco & Delmarva Power

Verizon

LGIT Health

Presidio

Zelenkofske Axelrod LLC

County governments are always looking for new ways to deliver efficient and effective services to their constituents. In 2009, the MACo Corporate Partner Program was established to provide a forum for companies and organizations to market themselves to county decision-makers. Through the exchange of ideas and information, lasting partnerships have been formed.

For additional information, visit www.mdcounties.org/CorporatePartners or contact our Corporate Relations Manager, Regina Brzozowsky, at reginabz@mdcounties.org.



Thank you, Winter Conference Sponsors!

- Aetna
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- Autumn Lake Healthcare
- AWS - Amazon Web Services
- Baltimore Metropolitan Council
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- ServPro
- Sparks@Play
- Technology Digest
- TotalEnergies
- Tradepoint Atlantic
- Verizon
- WGL Energy, Inc.
- Zelenkofske Axelrod, LLC

Sponsor & Exhibitor descriptions and contact information:

www.mdcounties.org/WC25Sponsors

www.mdcounties.org/WC25Exhibitors

Details also available on the mobile app!

Don't forget to visit our exhibitors in the foyer and in Choptank to learn more about their cost-saving products and services!
See the exhibitor map on pages 37-40

Thank you, Winter Conference Exhibitors!

- Academy for Excellence in Local Governance (Choptank Reg Desk)
- Aetna Better Health of Maryland (14)
- Amazon Web Services, Inc. (AWS) (51)
- Ameresco, Inc. (56)
- American Fidelity (02)
- Ampion (45)
- Applied Technology Services (29)
- archSCAN, LLC (41)
- Assura, Inc (30)
- AT&T Maryland (13)
- Blue Whale EV, LLC (24)
- Bolton (34)
- CareFirst BlueCross BlueShield (09)
- Check Point Software Technologies, Inc. (64)
- Chesapeake Employers' Insurance Company (05)
- Cigna Healthcare (01)
- Comcast (06)
- Community Associations Institute - Chesapeake Region Chapter (67)
- Constellation (65)
- DALY (47)
- DiCello Levitt (39)
- Dynatrace (16)
- ePlus Technology Inc. (17)
- EveryMind (62)
- FedHarmony (60)
- Fortinet, Inc. (32)
- Hadco Philips Lighting (37)
- i-Probe Inc. (40)
- Kaiser Permanente (04)
- Keenan Pharmacy Services (19)
- LeafFilter Gutter Protection (38)
- LGIT Health/The Benecon Group (08)
- Local Govt Insurance Trust (LGIT) (07)
- Maryland American Water (53)
- MD Dept of Housing & Community Development (46)
- Maryland Environmental Service (25)
- Maryland Public Libraries (58)
- MASA (49)
- MidPoint Technology Group (68)
- Motorola Solutions, Inc. (15)
- NACo Leadership Academy / Professional Development Academy (59)
- NACo Public Promise Procurement (03)
- National Vision Administrators, LLC (57)
- Nationwide Retirement Solutions (NRS) (10)
- OpenGov (31)
- Pepco & Delmarva Power (26)
- Playground Specialists, Inc. (23)
- Presidio (50)
- Progyny (21)
- PSA Insurance and Financial Services (20)
- Republic Services (36)
- Royal Plus, Inc. (18)
- ServPro (22)
- Sister States of Maryland, Inc. (61)
- Skyline Technology Solutions (54)
- Sparks@Play (35)
- Technology Digest, Inc. (33)
- U.S. BENCOR/MidAmerica (48)
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The Academy for Excellence in Local Governance

MACo, MML, and LGIT, in partnership with the University of Maryland School of Public Policy are sponsors of the Academy for Excellence in Local Governance (Academy).

ACADEMY FOR
EXCELLENCE
IN LOCAL
GOVERNANCE



The Academy is a voluntary training program designed to help local government officials, especially newly elected officials, meet the challenges of governing. County officials may enroll in the “county track” and earn a certificate after completing comprehensive training on local governance.

WHO IS ELIGIBLE?

All county elected or appointed officials may attend Academy courses and register for the Academy to receive an Academy certificate.

WHAT ARE THE EDUCATION REQUIREMENTS?

To receive the Academy Certificate, local officials must register and complete 8 required Core classes and an additional 6 elective units of their choosing.

County Core Classes **(all 8 required)**

- County Financial Management
- Ethics
- Conducting Effective Meetings
- Consensus & Team Building
- Open Meetings
- Public Information Act
- Employment Issues
- Basics of Risk Management

County Elective Classes **(choose any 6 topic areas)**

- Land Use Planning
- Communications
- Legal & Liability Issues
- Technology
- HR & Personnel Adm.
- Intergovernmental Relations
- Personal Development
- Finance
- Service Delivery
- Econ. Dev. & Tourism
- Environmental Issues

HOW LONG WILL IT TAKE?

Participants are encouraged to complete the requirements within three years, but may take up to five years.

WHAT IS THE COST?

Academy registration is a one-time fee of \$250. Attending academy courses is included with conference registration. For elected officials only: upon request, MACo will pay a \$150 stipend toward the registration fee. Conference or other seminar fees are additional fees paid by the participant.

WHERE ARE "COUNTY TRACK"

COURSES OFFERED?

Classes are offered at MACo, MML, and LGIT conferences and course trainings.

WHICH COURSES ARE OFFERED AT THIS CONFERENCE?

Look for the Academy symbol that signifies an Academy credit course.



QUESTIONS?

The University of Maryland School of Public Policy is the program administrator, providing registration, transcripts, and general support. Contact the School of Public Policy at 301.405.6227 or ehinson@umd.edu or visit the Academy Information Center in the main foyer, in front of Choptank Ballroom.

WHAT'S NEXT?

There's an Academy Graduate Program, too. Fellows who have completed the Academy certificate can further enhance their local governance training by becoming a Torchbearer. Stop by the Academy Information Center in the main foyer, in front of Choptank Ballroom for more details!

WINTER CONFERENCE ACADEMY SESSIONS:

WEDNESDAY, DECEMBER 10

8:45 am - 10:15 am: *County Financial Management* (Core)

10:30 am - 12:00 pm: *Open Meetings* (Core)

1:30 pm - 2:30 pm: *Streamlining Engagement: Maximizing Communication Tools for Government*

3:00 pm - 4:00 pm: *Elections at Work: Local Leadership, Modern Challenges*

THURSDAY, DECEMBER 11

1:30 pm - 2:30 pm: *Federal Policy and Marginalized Communities: County Strategies for Support and Equity*

3:00 pm - 4:00 pm: *Incentives That Work: A Modern Toolkit for County Economic Development*

FRIDAY, DECEMBER 12

8:00 am - 9:30 am: *Employment Issues* (Core)

11:15 am - 12:15 pm: *Highway User Revenues: The Lifeline of Local Roads*

MACo Has a Conference Mobile App!

NEW APP—DELETE ANY PREVIOUS MACo APP!

FREE Download Instructions:

1. Delete any previous MACo App—this is a NEW app!
2. Access the App Store or Google Play on your mobile device and search for “MACoCon” to download the App.
3. Download—FREE!
4. Enjoy!

Available through the App: Conference Schedule; Session Descriptions; Session Locations and Map; Speaker Bios; Exhibitor and Sponsor Information; MACo’s Twitter Feed.

Mobile App Sponsored by:



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Early Birds Get the Worm (Or in this case - CASH!)

What are Early Attendance Prizes?

At the beginning of each conference session, participants who have arrived on time will be eligible to win a prize of either \$25 (in an affiliate session) or \$50 (in a general session).

Arrive early—the drawing does not wait!

The speakers and your fellow audience members will appreciate the courtesy of less disruption.

WEDNESDAY, DECEMBER 10, 2025

8:00 AM - 4:30 PM	REGISTRATION CENTER	Main Foyer
8:00 AM - 10:00 AM	CONTINENTAL BREAKFAST	Main Foyer
8:45 AM - 10:15 AM	ACADEMY FOR EXCELLENCE	Chesapeake E

County Financial Management

A challenge faced by new and veteran county officials is understanding and using the government budget process, the Comprehensive Annual Financial Report, and other financial documents effectively as tools for setting priorities and managing the government while maintaining the fiscal integrity of the jurisdiction. Fiscal management can be infused with economic assumptions, technical jargon, and a process that seems foreign to the uninitiated. In this class, veteran public administrators discuss the budget process and financial reporting, as well as giving practical tips for county officials.



Speaker: Ted Zaleski, Director of Management & Budget, Carroll County

Moderator: The Honorable Mike Detmer Council Vice President, Dorchester County

10:00 AM - 4:30 PM	SCHNEIDER ELECTRIC "LIFE IS ON" ATTENDEE LOUNGE	Windjammer Foyer
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This is your space to take a break, respond to email, or have a quick meeting!

10:15 AM - 10:30 AM	NETWORKING COFFEE BREAK	Choptank
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Sponsored by Autumn Lake Healthcare, Check Point Software Technologies, Inc., Davenport & Company, LLC, OpenGov

10:15 AM - 11:45 AM	OPENING SESSION	Clipper ABC
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Housing at the Crossroads: Local Challenges in a Changing Landscape

Hosted by MACo's Planners Affiliate

Counties face the daunting task of balancing community needs, state mandates, and limited infrastructure amid rising development pressures. While local governments work to promote affordability and smart growth, many key factors—state regulations, federal funding constraints, and private market dynamics—lie beyond their control. This session brings together local leaders and housing experts to discuss how counties are adapting to these external forces while preserving community character and ensuring growth aligns with available infrastructure. Join this session for a candid discussion on how counties navigate overlapping mandates and market realities in shaping Maryland's housing future.

Speakers:

- Michael Wilkins, Director, Development Review and Planning, Frederick County
- Amy Moredock, CFM, Director, Dept of Planning & Zoning, Queen Anne's County
- Andy Winkler, Managing Director, Housing and Infrastructure, Bipartisan Policy Center
- Scott Gottbreht, Assistant Secretary of Policy, MD Dept of Housing & Community Development

Moderator: The Honorable Malcolm Augustine, MD State Senate



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We're at MACo Winter Conference - Let's Talk



While we don't have a booth, ezVOLTz is here in the hallways to connect with you. Want to learn how your county can get chargers on the ground and implement a governance framework that ensures charger reliability?

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240-298-7032

Laura Everngam-Price

410-725-1474

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WEDNESDAY, DECEMBER 10, 2025

10:30 AM - 11:00 AM SOLUTIONS SHOWCASE SESSION Skipjack AB

Prioritizing Your Emotional Well-Being – Building Resilience

Hosted by Cigna Healthcare

Building resilience helps you leverage healthy coping skills when experiencing difficulties with anxiety, stress or grief, which can foster strength and growth. Cigna will provide a framework for supporting well-being by focusing on the 5 Cs of Mental Health: Connection, Compassion, Coping, Community, and Care. These elements help build resilience, manage stress, and improve relationships and personal growth. Join this session to learn how counties can help employee thrive and grow in the workplace.

Speaker: Sara DiLeonardo, LPC, Behavioral Clinical Account Manager, Cigna Healthcare

10:30 AM - 12:00 PM ACADEMY FOR EXCELLENCE Chesapeake E

Open Meetings Act

This class provides an overview of Maryland's Open Meetings Act law, which guides public officials in the requirements for providing public notice of the meetings that public bodies hold to conduct public business and for closing meetings when appropriate. The presenters focus on steps that local governments can take to comply with the law's application to Maryland local government, discuss some of the cases and complaints that have come before the Open Meetings Compliance Board, and, if time permits, address questions from the audience.

Speakers:

- April Ishak, Attorney, AC Ishak Law LLC
- Frank Johnson, City Attorney, City of Gaithersburg



Moderator: The Honorable Caryn Abbott, Commissioner, Worcester County

11:00 AM - 2:45 PM AFFILIATE MEETING Lantern Room,
(private – Wed lunch ticket required) 6th Floor

MACHO Meeting

Private - only County Health Officers may attend.

11:00 AM - 6:30 PM EXHIBITS OPEN Foyers and
Choptank

Visit the exhibits in the main foyer and Choptank Ballroom to meet potential partners and learn more about their cost-saving products and services.

11:15 AM - 11:45 AM SOLUTIONS SHOWCASE SESSION Skipjack AB

When Leave Gets Complicated: Staying Compliant in the Paid Leave Era

Hosted by American Fidelity

Leave management has never been simple—and with Maryland FAMLI right around the corner, it's about to be more complex. Employers now juggle multiple sets of rules, exclusions, forms, and timelines while trying to keep communication clear and compliance intact. This session examines how overlapping programs like FMLA and Maryland FAMLI can cause confusion, what employers must know to stay compliant, and how to track and coordinate leave effectively. Presenters will also highlight actionable solutions and tools to streamline processes, reduce administrative strain, and support both compliance and the employee experience.

Speaker: Melissa McDuffey, HR/Benefit Consultant, American Fidelity



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Congratulations
PRESIDENT JACK WILSON
for a job well done!

Best Wishes
for Continued Success
to MCACo!

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WEDNESDAY, DECEMBER 10, 2025

12:00 PM - 12:30 PM SOLUTIONS SHOWCASE SESSION Skipjack AB

Beyond Data: How AI and Design Thinking Are Re-Shaping County Social Services

Hosted by Technology Digest

Counties are overwhelmed by disconnected systems while residents face increasing needs across housing, mental health, and social support. This session unveils how AI-powered solutions can streamline application and referral processes, modernize mental health care delivery, and build an integrated GovCare ecosystem that empowers every stakeholder. Learn how real-time data can drive equitable support for residents, deliver actionable insights for providers, and generate real-world evidence for smarter policy decisions. See how counties can move from data silos to collaboration and impact – creating a connected, data-driven ecosystem for the collective good of their communities.

Speaker: Sarah Iranpour, CEO, Technology Digest inc

12:00 PM - 1:00 PM LUNCH BUFFET Chesapeake A
(Wednesday lunch ticket required)

12:00 PM - 1:00 PM WORKING LUNCH MEETINGS
(private - Wednesday lunch ticket required)

Only invited guests and county professionals working in these service areas may attend.

MACo Human Services Affiliate Brigantine
MACo Information Technology Affiliate Schooner AB
Regional Councils' Lunch (invitation only) Water's Edge Restaurant

12:00 PM - 4:30 PM ACADEMY INFORMATION CENTER Choptank Registration

Interested in learning more about the Academy for Excellence in Local Governance certificate program? Already an Academy Fellow or Torchbearer and want to check your transcript status? Stop by!

12:45 PM - 1:15 PM SOLUTIONS SHOWCASE SESSION Skipjack AB

Power in Partnership: How Collective Impact Transforms Communities From the Inside Out

Hosted by Park Heights Renaissance

Grab your lunch and join this session to discover how Park Heights Renaissance and its partners are leveraging a collective impact model to drive lasting neighborhood transformation. Learn how aligning government, nonprofits, businesses, and residents under a shared vision creates measurable progress in housing, safety, education, and economic growth. Hear practical lessons on structuring partnerships, sustaining momentum, and tracking community outcomes. Attendees will leave with actionable insights on how collaboration—not competition—can amplify local impact and deliver results that endure.

Speaker: Yolanda Jiggetts, Chief Executive Officer, Park Heights Renaissance

1:15 PM - 1:45 PM NETWORKING COFFEE BREAK Choptank Ballroom

Sponsored by Autumn Lake Healthcare, Check Point Software Technologies, Inc., Davenport & Company, LLC, OpenGov

THIS EVENT IS GREEN

THANKS TO WGL ENERGY.

WGL Energy proudly partners with MACo, supporting their event initiatives by donating certified carbon offsets. This reflects our commitment to the success of the MACo conference and our dedication to environmental stewardship.

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WEDNESDAY, DECEMBER 10, 2025

1:30 PM - 2:00 PM

SOLUTIONS SHOWCASE SESSION

Skipjack AB

Understanding Maryland's New Hospital Rate Setting Model and What It Means for the Future

Hosted by CareFirst BlueCross BlueShield

For nearly 50 years, Maryland has operated under a hospital rate setting model that has successfully controlled healthcare costs and improved health outcomes statewide. The current model—known as the Total Cost of Care (TCOC) model—will sunset on December 31, 2025, due to federal policy changes. It will be replaced by the Achieving Healthcare Efficiency through Accountable Design (AHEAD) model, which seeks to build on the same foundation as the TCOC model, but introduces significant changes that may bring disruptions to how care is delivered and financed across the state. Please join this session to learn more about what to expect.

Speaker: Willem Daniel, Director of Strategy, CareFirst BlueCross BlueShield

1:30 PM - 2:30 PM

AFFILIATE SESSIONS

If You Build It, They Will Come: Infrastructure As a Tourism Strategy Chesapeake E

Infrastructure is the foundation of a thriving tourism economy. From well-connected roads and scenic trails to modern marinas, parks, event spaces, and broadband access, intentional investments can boost local tourism while serving residents year-round. This session will explore how counties can plan and build infrastructure that supports sustainable tourism growth, revitalizes communities, and enhances quality of life. Speakers will also touch on how climate change is shaping tourism infrastructure needs – highlighting ways to design for long-term resilience in the face of rising seas, shifts in weather patterns, and evolving visitor travel trends.

Speakers:

- The Honorable Pete Lesher, Council Vice President, Talbot County
- Tommy Royther, Sustainability Coordinator, Wisp Resort
- Ava Richardson, Sustainability Director, Baltimore City
- Mac Campbell, Executive Director, Baltimore Convention Center

Moderator: The Honorable Sharon Green Middleton, Council Vice President, Baltimore City

Streamlining Engagement: Maximizing Communication Tools for Government Chesapeake G

Hosted by MACo's PIO & Communications Affiliate

In today's fast-paced digital world, effective communication is essential for government agencies. This session, led by a design and branding expert, will explore how government officials and professionals can leverage online tools to enhance visual storytelling, streamline public communication, and improve engagement with residents. Attendees will learn how to create professional, on-brand graphics for social media, presentations, reports, and more – without the need for advanced design skills. Through real-world examples and practical demonstrations, this session will showcase best practices for consistency, accessibility, and efficiency in government communications. Whether you're an elected official, public information officer, department director or staff member responsible for outreach, this session will equip you with the tools to communicate well and efficiently online.



Speaker: Anndrea Harris, Design and Branding Expert, Whooann Creative Studio

Moderator: The Honorable Odette Ramos, Council Member, Baltimore City

WEDNESDAY, DECEMBER 10, 2025

1:30 PM - 2:30 PM

AFFILIATE SESSIONS (continued)

County Solutions to Safeguard Local Communities

Chesapeake F

Hosted by MACo's Human Services Affiliate

Whether through housing support, family services, public safety, or other critical programs, counties support residents in a wide range of ways to address vulnerability and strengthen communities. This session highlights innovative local approaches that safeguard populations facing housing insecurity, family instability, and exploitation through strong partnerships and strategic use of county authority. Panelists will explore models that provide holistic legal and social supports for families at risk of separation, efforts to prevent exploitation through targeted permitting and licensing reforms, and comprehensive plans to reduce homelessness through coordinated housing and social services. Attendees will learn how interagency collaboration, community partnerships, and policy innovation can build safer, more resilient communities where all residents have access to stability, support, and opportunity.

Speakers:

- Alison Flores, Director Multicultural Affairs, Anne Arundel County
- Victoria Venable, Director of Government Relations, Frederick County
- Rose Burton, Deputy Director, Dept of Housing and Community Development, Howard County

Moderator: The Honorable Antonio Hayes, MD State Senate

Powering the Future: What Battery Storage Means for Maryland Counties

Clipper ABC

Battery Energy Storage Systems (BESS) are becoming an important part of Maryland's energy future—helping store electricity for use when demand is high or when the grid goes down. For counties, this technology could mean lower energy costs, reliable backup power for critical facilities, and lower energy bills for government facilities and residents. Following major 2025 legislation that expanded Maryland's energy storage framework, counties should expect to see more applications for BESS projects and face new questions about where and how these systems fit into local communities. This session will explain what BESS are, how they work, and what they could mean for counties—from infrastructure planning and land use to emergency response and long-term energy savings. Hear from state experts, county leaders, and industry professionals as they break down this evolving technology and its potential impact on county operations and residents.

Speakers:

- Thomas Coe, Chief/Director, Fire and Rescue Services Division, Frederick County
- James Hunt, Acting Deputy Planning Director, MD National Capital Park & Planning Commission
- Mario Giovannini, PHI Director, Energy Acquisition, Pepco Holdings
- John Borkoski, Senior Commission Advisor, Maryland Public Service Commission

Moderator: The Honorable David Fraser-Hidalgo, MD House of Delegates

Problematic Policy: Passing the Buck on Wrongful Convictions

Cutter AB

Hosted by MACo's Attorneys Affiliate

In a novel move by the Maryland General Assembly, counties have been obligated to cover 50% of the costs for wrongful conviction compensation despite having no role in these cases' prosecution, conviction, or exoneration. This move imposes an unpredictable financial burden on county governments, with no oversight or ability to

WEDNESDAY, DECEMBER 10, 2025

1:30 PM - 2:30 PM

AFFILIATE SESSIONS (continued)

plan for these expenses. As this policy change is implemented, counties must figure out adapting to such an unprecedented shift. This session will bring together key voices from across Maryland's counties and justice system to shed light on the process and its impacts, including the complex legal and financial realities that arise from wrongful conviction cases. Together, the panel will explore the balance of justice, accountability, and fiscal responsibility, offering attendees a fuller understanding of this sensitive and significant matter.

Speakers:

- Weston Young, Chief Administrative Officer, Worcester County
- Jamie Dykes, State's Attorney, Wicomico County
- Janee Fountain, Assistant Attorney General, Civil Rights Division, Office of the Attorney General

Moderator: The Honorable Mike McKay, MD State Senate

2:30 PM - 3:00 PM

POPCORN BREAK

Choptank

Join the exhibitors for a fun and delicious break!

2:30 PM - 3:00 PM

SOLUTIONS SHOWCASE SESSION

Windjammer

Social Security: Choice of a Lifetime

Hosted by Nationwide Retirement Solutions

One of the most important decisions you'll make regarding your retirement income is when to file for Social Security benefits. Get informed about your options: doing so could mean a difference of hundreds of thousands of dollars over an average retirement.

Speaker: Brian Mackos, Planning Consultant, Nationwide Insurance

2:30 PM - 3:30 PM

NETWORKING COFFEE BREAK

Choptank

Sponsored by Autumn Lake Healthcare, Check Point Software Technologies, Inc., Davenport & Company, LLC, OpenGov

3:00 PM - 3:30 PM

SOLUTIONS SHOWCASE SESSION

Skipjack AB

Stretching County Dollars: Smarter Purchasing Through NACo's Public Promise Procurement

Hosted by NACo Public Promise Procurement

County budgets are tight, revenues are shrinking, costs are increasing, and every dollar counts. The National Association of Counties (NACo) has a solution! Public Promise Procurement provides competitively bid single-award contracts that are transparent, compliant, nationally solicited, and designed to save the public sector time and money. By leveraging the collective purchasing power of 3,069 counties nationwide, Maryland counties can eliminate solicitation churn, reduce costs, and purchase from peer-vetted world class suppliers. Join this session and explore how NACo's cooperative contracting program can support your local leadership priorities and simplify procurement in your county while making a lasting financial impact.

Speaker: Anthony Chapman, National Program Director, Public Promise Procurement, NACo EDGE

The Conduit Street Podcast

Check out MACo's podcast for news and notes on Maryland policy and politics!

Listen online at www.mdcounties.org/Podcast or on your streaming platform of choice!

WEDNESDAY, DECEMBER 10, 2025

3:00 PM - 4:00 PM

AFFILIATE SESSIONS

Navigating Trust and Collaboration:

Counties Protecting Public Health Together

Chesapeake E

Hosted by MACo's Health Officers Affiliate

The current health landscape in Maryland involves shifting public health funding priorities, challenges to healthcare access, and complex health issues affecting households and local economies. Positioning the state on a strong path forward will help ensure a lasting positive impact and minimize harm on the communities counties serve. This panel will explore how counties can maintain community health and equity in an uncertain landscape and with federal support that may be unpredictable. Panelists will discuss strategies for intergovernmental coordination, building multi-sector partnerships, and leveraging coalitions to sustain essential services, protect residents, and strengthen trust in local public health systems.

Speakers:

- Kisha Davis, MD, MPH, County Health Officer, Montgomery County
- Blaire Bryant, Legislative Director, Health, National Association of Counties
- Natasha Mehu, VP of Government Affairs and Policy, MD Hospital Association

Moderator: The Honorable Paul Edwards, Commissioner Chair, Garrett County

Elections at Work: Local Leadership, Modern Challenges

Clipper ABC

Sponsored by Mobile Voting Project

Counties play a central role in Maryland's elections – from recruiting poll workers to managing ballots and early voting sites. As 2026 approaches, local election officials face growing challenges in retaining trained staff, meeting new procedural demands, and sustaining public confidence amid shifting expectations. Modern voting trends, new technologies, ongoing recruitment hurdles, evolving cyber threats, and the spread of disinformation all add complexity to an already demanding process. In this session, an expert panel will provide timely updates on election operations and the cooperative efforts required to help counties prepare for the upcoming cycle.

Speakers:

- Alyson McLaughlin, Director, Election Resilience Lab, Center for Democracy and Civic Engagement, University of Maryland
- Katie Berry, Deputy Administrator, MD State Board of Elections (invited)

Moderator: The Honorable Cheryl Kagan, MD State Senate



Scoring the Future: Understanding MDOT's "Project Scorecard"

Cutter AB

Hosted by MACo's Administrators Affiliate

The Maryland Department of Transportation (MDOT) is proposing updates to the project scoring process—an effort to bring greater transparency and consistency to how transportation projects are evaluated for state funding. The new framework aims to clarify how local priorities align with statewide goals, but it has also raised concerns among some counties about potential regional disparities in funding outcomes. In this session, MDOT leaders will outline the proposed changes, discuss the reasoning behind them, and invite feedback from county officials on how to ensure the system remains equitable and effective across all communities.

Speakers:

- Geoff Anderson, Chief, Planning, Programming, and Project Delivery, MDOT
- Nick Donohue, Principal, Capital Transportation Consulting
- Martin Harris, Director, Charles County

Moderator: The Honorable Lenny Pfeffer, Council President, Dorchester County

WEDNESDAY, DECEMBER 10, 2025

3:00 PM - 4:00 PM

AFFILIATE SESSIONS (continued)

The Reentry Bridge: Where Access Meets Opportunity

Galleon ABC

Hosted by MACo's Corrections & Public Safety Affiliate

Local detention centers across Maryland do more than house incarcerated individuals—they play a critical role in preparing people for successful reentry into their communities. This session will highlight the innovative programs and services available in local facilities, from educational and vocational training to behavioral health treatment, workforce readiness, and community-based partnerships. Panelists will discuss how these initiatives reduce recidivism, strengthen families, and improve public safety, while also sharing best practices and success stories from counties across the state. Join this conversation to learn how local governments are supporting rehabilitation and reentry in meaningful ways.

Speakers:

- Christopher Klein, Superintendent, Dept of Detention Facilities, Anne Arundel County
- Stephanie Brehm, Re-Entry Coordinator, Allegany County Sheriff's Office
- Kendra Jochum, Deputy Warden, Programs and Services, Montgomery County
- Joshua Hatch, Vice President, Anne Arundel County Community Action Agency

Moderator: The Honorable Aaron Kaufman, MD House of Delegates

4:15 PM - 4:45 PM

SOLUTIONS SHOWCASE SESSION

Skipjack AB

Empowering Maryland Counties With AI-Driven Observability and Security

Hosted by Dynatrace

Discover how Maryland counties can modernize IT operations, enhance services, and strengthen cybersecurity with Dynatrace's AI-powered observability platform. This session will explore how full-stack monitoring, real-time vulnerability detection, and automated root cause analysis can help local governments overcome staffing challenges, legacy systems, and rising digital demands. Learn how Dynatrace supports cloud migration, improves service reliability, and aligns with Maryland's strategic IT priorities. Real-world examples and a live demo will showcase how counties can deliver smarter, faster, and safer digital experiences. Attendees will leave with actionable insights and opportunities for tailored engagement.

Speakers:

- Mike Christensen, Regional Sales Manager, Dynatrace
- Nate Parks, Senior Solutions Engineer, Dynatrace

4:15 PM - 5:15 PM

CLEAN CHESAPEAKE COALITION

MEETING

Galleon ABC

The mission of the Clean Chesapeake Coalition is to raise awareness and pursue improvement to the water quality of Chesapeake Bay in the most prudent and fiscally responsible manner possible. Learn more about the latest Settlement Agreement between MDE, Exelon, and Waterkeepers Chesapeake and the Revised WQC issued by MDE in October that could pave the way for a 50-year license from FERC for the 100-year-old Conowingo Dam. Join the conversation about this milestone moment, questions about the process of getting here, and challenges to Bay water quality.

WEDNESDAY, DECEMBER 10, 2025

4:15 PM - 5:15 PM

MACo GOOD GOVERNMENT BOOK CLUB

Schooner AB

Sponsored by J.P. Morgan

MACo's conference brings another renewal of the "Good Government Book Club" for county leaders and others interested in reading a relevant book in advance and bringing thoughts and discussion to the conference for an in-person exchange. All registered conference participants are welcome to attend and participate in the discussion.

Speaker: Douglas Krinsky, Executive Director, J.P. Morgan

5:00 PM - 6:00 PM

WOMEN OF MACO RECEPTION

Windjammer

Sponsored by Cigna Healthcare

The Women of MACo welcome all conference attendees to join them for a networking reception focused on developing female leadership.

Speaker: The Honorable Dana Jones, Chair, Legislative Women's Caucus, MD House of Delegates

5:30 PM - 6:30 PM

WELCOMING RECEPTION

Foyers and
Choptank

Co-Sponsored by Constellation, Maryland Environmental Service, Pepco & Delmarva Power, Technology Digest, Verizon, Zelnekofske Axelrod, LLC

6:30 PM - 8:30 PM

WELCOMING BANQUET
& AWARDS CEREMONY
(ticket required)

Chesapeake
Ballroom

Hosted by the Local Government Insurance Trust (LGIT)

This event is a highlight of MACo's Winter Conference. Join us to celebrate MACo's public service, best practices, and legislative award winners.

8:30 PM - 9:00 PM

DESSERT RECEPTION

Windjammer

Hosted by MACo's Corporate Partners

9:00 PM - 11:00 PM

MARYLAND TRIVIA NIGHT

Galleon ABC

Test your knowledge of all things Maryland with this fun trivia night! Build your team and compete for prizes!

11:00 PM - 12:00 AM

ePLUS LATE NIGHT RECEPTION

Michener's
Library

The night's not over yet! Don't miss out on late-night snacks and networking.



***Did you know MACo has a shuttle
for conference participants staying at the Holiday Inn??***

Check out the schedule at

www.mdcounties.org/MACoConShuttle

Pick up and drop off in Hyatt main lobby.

THURSDAY, DECEMBER 11, 2025

7:30 AM - 3:30 PM	REGISTRATION CENTER	Main Foyer
7:30 AM - 9:00 AM	CONTINENTAL BREAKFAST	Foyer
<i>Sponsored by Aetna</i>		
7:30 AM - 3:00 PM	EXHIBITS OPEN	Foyers and Choptank
Visit the exhibits in the main foyer and Choptank Ballroom to meet potential partners and learn more about their cost-saving products and services.		
7:30 AM - 4:00 PM	ACADEMY INFORMATION CENTER	Choptank Registration
Interested in learning more about the Academy for Excellence in Local Governance certificate program? Already an Academy Fellow or Torchbearer and want to check your transcript status? Stop by!		
7:30 AM - 5:30 PM	SCHNEIDER ELECTRIC "LIFE IS ON" ATTENDEE LOUNGE	Windjammer Foyer
This is your space to take a break, respond to email, or have a quick meeting!		
8:00 AM - 9:00 AM	WORKING BREAKFAST MEETINGS (private)	
Private - only county professionals working in these service areas may attend		
<i>MACo Budget & Finance Officers Affiliate Meeting</i>		Chesapeake D
<i>MACo Emergency Management Affiliate</i>		Blue Heron
<i>MACo Planners Affiliate</i>		Brigantine
8:00 AM - 9:00 AM	COUNTY ELECTED OFFICIALS FORUM, BREAKFAST & BUSINESS MEETING (private - ticket required)	Clipper ABC
<i>Sponsored by Marathon Health</i>		
County Elected Officials (County Executives, Council Members, and Commissioners) are invited to attend this breakfast and business meeting to conduct the Association's official business and share best practices with their peers.		
9:15 AM - 10:15 AM	GENERAL SESSION	Chesapeake EFG
<i>Troubling Trends: The State of Maryland's Economy</i>		
Join Economist Daraius Irani for an in-depth update on Maryland's economy and the implications for county governments. This dynamic presentation will explore national and regional economic trends, labor market shifts, and emerging challenges and opportunities within Maryland's economy. Dr. Irani will also examine how these forces affect county operations, service delivery, and long-term planning, providing actionable insights to help local leaders anticipate and respond to economic changes. Attendees will gain a clearer understanding of the financial landscape and its direct impact on workforce development and revenue streams.		
Speaker: Daraius Irani, PhD, Vice President, Business and Public Engagement, Towson University		
Moderator: The Honorable Lily Qi, MD House of Delegates		

THURSDAY, DECEMBER 11, 2025

10:15 AM - 10:30 AM

NETWORKING COFFEE BREAK

Choptank

*Sponsored by Autumn Lake Healthcare, Check Point Software Technologies, Inc.,
Davenport & Company, LLC, OpenGov*

10:30 AM - 11:30 AM

GENERAL SESSION

Chesapeake EFG

From Policy to Progress: A Conversation with Legislative Leadership

This interview-style session with a leader in the Maryland General Assembly offers a candid and forward-looking discussion on the issues shaping Maryland's policy landscape. From economic growth and education to housing, public safety, and the evolving role of local governments, this conversation will explore the leadership's vision for the state – and what it means for Maryland's counties. Attendees will gain insight into legislative priorities, political dynamics, and key opportunities for county-state collaboration.

11:45 AM - 12:15 PM

SOLUTIONS SHOWCASE SESSION

Skipjack AB

Greening and De-Risking Kaiser Permanente's Energy Supply

Hosted by Kaiser Permanente

Counties face rising healthcare cost from many factors, including energy prices. Approx. 40% of the electricity that Kaiser Permanente uses in Maryland is generated on site by solar panels and fuel cells. Four solar installations at Gaithersburg, Lutherville-Timonium, North Baltimore, and Shady Grove generate more than 3 million KWH/year of carbon-free power. Fuel cells at Largo, Rockville Lab, and Kensington generate over 13 million KWH/year because they operate 24/7. While fuel cells are not zero emissions, they do not produce harmful pollutants such as SOX/NOX because they generate power through a chemical rather than a combustion process. Join this session to learn how on-site generation in both cases insulates Kaiser Permanente from potential utility price increases.

Speaker: Seth Baruch, National Director Energy & Utilities, Kaiser Permanente

11:45 AM - 12:45 PM

WORKING LUNCH MEETINGS

(private - Thursday lunch ticket required)

Private - only county professionals working in these service areas may attend

MACo Attorneys Affiliate

Brigantine

Sponsored by DiCello Levitt

MACo Human Resources Affiliate

Blue Heron

Sponsored by American Fidelity

MACo Parks & Recreation Affiliate

Sailwinds

MACo's County PIO and Communications Professionals

Chesapeake D

11:45 AM - 12:45 PM

CHAPTER ORGANIZATION LUNCH MEETINGS

(private - Thursday lunch ticket required)

Private - only county elected officials and professionals may attend.

Large County Coalition

Clipper ABC

Sponsored by American Fidelity

MACo Members are invited to attend and participate in a discussion on data centers.

Speaker: Michael Kuykendall, Senior VP, Catellus Development Corporation

Rural County Coalition

Galleon ABC

Sponsored by MacLeod Law Group LLC

MACo Members are invited to attend and participate in a discussion about the Local Government Energy Modernization Grant Program.

Speaker: Kristin Mielcarek, Grants Manager, Frederick County

THURSDAY, DECEMBER 11, 2025

11:45 AM - 12:45 PM

LUNCH BUFFET
(Thursday lunch ticket required)

Chesapeake A

Sponsored by FirstNet/AT&T

12:45 PM - 1:15 PM

SOLUTIONS SHOWCASE SESSION

Skipjack AB

Leveraging Public-Private Partnerships (P3s) for Climate Solutions Now Act Compliance

Hosted by Schneider Electric

BEPS reporting is underway for buildings over 35,000 square feet. Local governments are struggling to identify ways to meet the stringent requirements of a 60% baseline reduction by 2031, and achieve net-zero status for those buildings by 2040. The penalties for noncompliance are high, and the uncertainty of future federal funding for energy-efficient and renewable technologies strengthens the business case for public-private partnerships (P3s). Now is the time to focus on strategic opportunities to fund these decarbonization goals without relying on traditional capital improvement plans and subsidies. From Energy Savings Performance Contracts (ESPCs) and Energy as a Service (EaaS), to Charging as a Service (CaaS), emerging trends suggest that more communities will utilize these proven alternative financing vehicles in 2025 and beyond. Attend this session to find out how Schneider Electric, the #1 most sustainable company in the world, has helped Counties across Maryland to implement P3s to create more efficient infrastructure, drive revenue and new growth opportunities to boost economic development, and build a more sustainable and resilient community to attract new businesses and residents.

Speaker: Chris Dellinger, Account Executive, Schneider Electric

1:00 PM - 1:30 PM

NETWORKING COFFEE BREAK

Choptank

*Sponsored by Autumn Lake Healthcare, Check Point Software Technologies, Inc.,
Davenport & Company, LLC, OpenGov*

1:30 PM - 2:00 PM

SOLUTIONS SHOWCASE SESSION

Skipjack AB

Chesapeake Employers' 2025 Fall Report

Hosted by Chesapeake Employers' Insurance Company

Attend this session for information about how Chesapeake Employers' Insurance Company – Maryland's largest writer of workers' compensation insurance – can serve your organization! Learn about key topics including new rates, policyholder dividends, and best practices.

Speaker: Jackie Siejack, Marketing, Chesapeake Employers' Insurance Company

1:30 PM - 2:30 PM

AFFILIATE SESSIONS

The Cost of Classrooms: Maryland's School Construction Funding Gap Clipper ABC

Hosted by MACo's Budget & Finance Affiliate

Maryland's framework for funding school construction has grown more complex as needs outpace available resources. With the end of temporary initiatives like Built to Learn, counties now face rising fiscal pressure as multiple overlapping programs, new funding formulas, and inflation-driven construction costs collide. This session breaks down the cost pressures, competing priorities, and policy complexities that shape school facility funding. Speakers will examine the fiscal and procedural hurdles facing county governments and discuss practical solutions to keep essential projects moving while ensuring every student learns in a safe, modern classroom.

Speakers:

- Robert Sandlass, Treasurer, Harford County
- Alex Donahue, Executive Director, Interagency Commission on School Construction
- Shuchita Warner, Director of Planning and Construction, Calvert County Public Schools

Moderator: The Honorable Jack Wilson, Commissioner, Queen Anne's County

THURSDAY, DECEMBER 11, 2025

1:30 PM - 2:30 PM

AFFILIATE SESSIONS (continued)

PFAS in Local Spaces: Hidden Chemicals, Real Challenges

Cutter AB

Hosted by MACo's Environmental Health and Parks & Recreation Affiliates

Per- and polyfluoroalkyl substances (PFAS), often referred to as "forever chemicals," are emerging as one of the most complex environmental and public health challenges facing Maryland counties. These chemicals are turning up in more places than ever, including the very spaces where residents play, gather, and connect. From artificial turf and playground surfacing to waterproof coatings, sealants, and everyday cleaning products, these persistent compounds are incorporated into materials used daily in park operations. As awareness and regulation of PFAS continue to grow, county Parks and Recreation departments face new challenges in identifying risks, managing potential contamination, and maintaining public trust; all while keeping facilities safe and accessible. This session will unpack what PFAS are, how they enter park environments, and what counties can do to mitigate exposure and plan future projects using PFAS-safe materials. Hear from environmental experts, state partners, and local leaders as they share practical steps and collaborative strategies to help parks stay resilient, sustainable, and safe for every community.

Speakers:

- Robert Mitchell, Director of Environmental Programs, Worcester County
- Reginald Moore, Executive Director, Dept of Recreation & Parks, Baltimore City
- Zachary Schafer, Assistant Secretary, Maryland Department of the Environment

Moderator: The Honorable Sheila Ruth, MD House of Delegates

Rx for Retention: County Strategies for Prescription Drug Spending

Galleon ABC

Hosted by MACo's Human Resources Affiliate

Counties, as public employers, bear the growing costs of prescription drugs through the health insurance coverage they provide to employees and their families. While counties subsidize these health plans, employees also share the burden through premiums, co-payments, and deductibles. Rising drug prices threaten counties' ability to offer comprehensive and affordable benefits while straining local budgets. This session will explore the complex drivers behind prescription drug costs and examine how changes in both state and federal policies could affect county health plans and prescription drug costs. The conversation will also touch on the work of Maryland's Prescription Drug Affordability Board and its efforts to curb excessive costs across the public sector. Attendees will gain practical insights into how strategic drug benefit management can support workforce well-being, strengthen recruitment and retention, and uphold responsible use of public funds.

Speakers:

- Beverly Churchill, Director, Human Resources, Queen Anne's County
- Andrew York, Executive Director, Maryland Prescription Drug Affordability Board
- Steve Milligan, Vice President Sales and Consulting, Keenan Pharmacy Services

Moderator: The Honorable Dawn Gile, MD State Senate

THURSDAY, DECEMBER 11, 2025

1:30 PM - 2:30 PM

AFFILIATE SESSIONS (continued)

Keeping Pace With Growth: The Role of Adequate Public Facilities Ordinances

Schooner AB

Hosted by MACo's Engineering Affiliate

As Maryland communities grow, ensuring that development aligns with the capacity of local infrastructure remains a cornerstone of responsible planning. Adequate Public Facilities Ordinances (APFOs) have long served as a key local tool to balance growth with the availability of roads, schools, water, sewer, and public safety services—all of which carry significant costs to build, maintain, and expand. This session will explore the history and continued relevance of APFOs, examining how they help counties manage the fiscal and logistical challenges of growth while promoting safe, sustainable, and well-timed development. Panelists will also explore the policy choices involved in shaping these ordinances – how thoughtful local standards can help protect community character and livability while balancing housing affordability, economic growth, and practical implementation.

Speakers:

- Lakisha Hull, Director, Dept of Planning, Prince George's County
- Christopher Murphy, Engineer Administrator, DPW, Anne Arundel County
- Lee Currey, Director, Water and Science Administration, MD Dept of the Environment

Moderator: The Honorable MC Keegan-Ayer, Council Member, Frederick County

Federal Policy and Marginalized Communities: County Strategies for Support and Equity

Windjammer

Federal actions on immigration, housing, healthcare, and civil rights often have the greatest impact on marginalized and minority communities, and by extension, on the counties that serve them directly. Policy shifts in Washington can change funding streams, alter enforcement priorities, or introduce new compliance requirements with little warning, leaving counties to bridge the gap between federal intent and community impact. As service providers and employers for Maryland residents, counties can play a key role in turning policy shifts into opportunities to strengthen equity, trust, and inclusion. This session will highlight how federal policy shifts are affecting vulnerable community members and practical ways counties can support residents, share strategies to build partnerships with community advocates, and identify tools to ensure fair, effective service delivery. Panelists will share perspectives from community advocates and policy experts to understand where the gaps are, and how counties can be taking action on behalf of residents.

Speakers:

- Amanda Karras, Executive Director / General Counsel, International Municipal Lawyers Association
- Cleveland L. Horton II, Executive Director, Maryland Commission on Civil Rights
- Lee Blinder, Chair, Maryland Commission on LGBTQIA+ Affairs
- George Escobar, Executive Director, CASA

Moderator: The Honorable Nicole Williams, MD House of Delegates



2:30 PM - 3:00 PM

CHOCOLATE BREAK

Choptank

Stop by for a sweet boost before afternoon sessions!

THURSDAY, DECEMBER 11, 2025

2:30 PM - 3:00 PM

NETWORKING COFFEE BREAK

Choptank

*Sponsored by Autumn Lake Healthcare, Check Point Software Technologies, Inc.,
Davenport & Company, LLC, OpenGov*

2:30 PM - 3:00 PM

SOLUTIONS SHOWCASE SESSION

Skipjack AB

Meeting Community Needs, One Delivery at a Time

Hosted by Aetna

Maryland HealthChoice members often face social determinants of health barriers such as food insecurity, unreliable transportation, limited grocery options, and competing work or caregiving demands. Aetna's healthy meal solution meets these needs by delivering affordable, nutritious, culturally familiar groceries directly to members' doorsteps. Each healthy recipe offered on our website is simple to prepare, requiring minimal time, equipment, or cooking skills—ideal for members managing chronic conditions or complex schedules. Join this session to learn how Aetna improves access to balanced nutrition and reduces avoidable health risks to support care management goals, strengthen whole-person care, and advance Maryland Medicaid's focus on health equity and improved outcomes.

Speaker: Kiran Jiwani, COO, Aetna Better Health of Maryland

3:00 PM - 4:00 PM

AFFILIATE SESSIONS

Preparedness in Peril: Rethinking Readiness as Federal Stability Falters

Clipper ABC

Hosted by MACo's Emergency Managers Affiliate

Federal preparedness and disaster recovery programs face a perfect storm of funding freezes, legal challenges, and shifting administrative rules. With FEMA's future direction uncertain, county emergency managers must look beyond traditional sources to sustain critical readiness and recovery capacity. In this session, an expert panel will explore evolving federal conditions, potential state and local funding mechanisms, and how counties can maintain stability in the face of prolonged fiscal uncertainty.

Speakers:

- Preeti Emrick, Director of Emergency Management, Anne Arundel County
- Russell Strickland, Secretary, Maryland Department of Emergency Management
- Brett Mattson, Legislative Director - Justice & Public Safety, National Assoc of Counties
- Mike Hinson, Chief Resilience Officer & Asst Secretary, MD Emergency Mgmt Agency

Moderator: The Honorable Dana Jones, MD House of Delegates

Incentives That Work: A Modern Toolkit for County Economic Development

Cutter AB

Hosted by MACo's Economic Development Affiliate

Maryland counties are navigating an increasingly competitive environment for attracting and retaining businesses. This session will unpack the state's latest legislative efforts, explore federal programs such as Community Development Block Grants, and spotlight powerful tools like Enterprise Zones and Opportunity Zones. Panelists will share success stories, address challenges such as funding uncertainty, and offer practical strategies for leveraging state and federal incentives to drive growth. Attendees will leave with actionable insights to help their counties stand out, strengthen local economies, and compete more effectively on a national stage.

Speakers:

- Jennifer Jones, CEO, Economic Development Authority, Howard County
- Jennifer LaHatte, Managing Director, Maryland Department of Commerce
- Mary Kane, President & CEO, Maryland Chamber of Commerce
- Melanie Pursel, Director of Tourism and Economic Dev, Worcester County

Moderator: The Honorable Mike Griffith, MD House of Delegates



THURSDAY, DECEMBER 11, 2025

3:00 PM - 4:00 PM

AFFILIATE SESSIONS (continued)

Environmental Justice Screening – Building Equity Into Communities

Galleon ABC

Maryland continues to take steps to address the disproportionate environmental impacts faced by low-income and underserved communities. A recent Executive Order from Governor Moore emphasizes coordination across state agencies to support these communities in the face of climate change and environmental challenges. As part of this effort, the Maryland Department of the Environment has developed a mapping and screening tool designed to help identify areas of heightened environmental and public health vulnerability. This session will provide an overview of how the tool works, its potential applications for local governments, and how it can assist with meeting state program requirements. Participants will also hear about examples and strategies for incorporating environmental justice considerations into local planning and resource allocation.

Speakers:

- Asha Smith, Director Equity Human Rights Office of County Executive, Anne Arundel County
- Aneca Atkinson, Assistant Secretary for Environmental Justice, Maryland Department of the Environment
- Dawn Hawkins-Nixon, Associate Director, Dept. of the Environment, Prince George's County

Moderator: The Honorable Regina T. Boyce, MD House of Delegates

AI in Government: From Promise to Practice

Schooner AB

Hosted by MACo's Information Technology Affiliate

Sponsored by BCR Cyber

Artificial intelligence is rapidly reshaping how counties deliver services, protect data, and make decisions. This session moves beyond theory to examine real AI deployments in local government – from streamlining constituent requests to detecting cybersecurity threats. County CIOs and technology experts will share how they're adopting AI responsibly, managing data governance, and addressing workforce and ethical considerations. Attendees will leave with a clear understanding of where AI can deliver impact – and where caution still matters.

Speakers:

- Stephen Pereira, CIO & Director, Technology Services, Calvert County
- Ted Pibil, Sr Government Advisor, ePlus Technology, inc.
- Tyrone Howard, PMP, CISSP, Chief Information Officer and IT Director, Frederick County
- Michael Tarquinio, Deputy CIO, Anne Arundel County

Moderator: The Honorable John Barr, Commissioner President, Washington County

THURSDAY, DECEMBER 11, 2025

3:15 PM - 3:45 PM

SOLUTIONS SHOWCASE SESSION

Skipjack AB

The Data Gap in Women's Health: Why Benefits Miss the Mark

Hosted by Progyny

Despite growing investment in women's health benefits, programs fall short because they lack the data needed to demonstrate real outcomes. For Maryland counties and private employers alike, this can lead to higher costs, fragmented care, and poor member experience. In this session, Progyny will share how integrating claims, outcomes, and member experience metrics across fertility, maternity, and menopause enables organizations to move from fragmented offerings to a unified, insight-driven strategy. With comprehensive reporting across 100% of members, leaders can finally treat women's health not as an added cost driver, but as a measurable investment in equity, productivity, retention, and long-term savings.

Speaker: Stacey Hofert, GVP, Sales – Labor and Public Sector, Progyny

4:30 PM - 5:30 PM

AFFILIATE MEETING

Clipper AB

MACo County Administrators Affiliate

Private - only County and Council Administrative Officers (and their Deputy/Assistant Administrative Officers) may attend.

5:30 PM - 6:30 PM

DIVERSITY CAUCUS RECEPTION

Windjammer

MACo's Diversity Caucus welcomes all conference attendees to join them for a networking reception focused on diversity initiatives in local government.

Speaker: The Honorable Melony G. Griffith, President & CEO, Maryland Hospital Association, Former MD State Senator

6:00 PM - 7:00 PM

INAUGURAL BANQUET RECEPTION

Foyers and
Choptank

Co-Sponsored by Ameresco, AWS - Amazon Web Services, LGIT Health, Maryland American Water, Sparks @ Play

7:00 PM - 8:30 PM

INAUGURAL BANQUET
(ticket required)

Chesapeake
Ballroom

Hosted by: Park Heights Renaissance

Co-Sponsors: Comcast, Kaiser Permanente, Motorola Solutions, Inc.

Centerpiece Sponsor: Royal Plus

Wine Service Sponsors: MidPoint Technology Group, Presidio, TotalEnergies

Celebrate the installation of MACo's 2026 Board of Directors. Connect with old friends, meet new ones, and hear from a special guest speaker about the legislative outlook for the year ahead!

8:30 PM - 9:30 PM

PRESIDENT'S RECEPTION

Choptank
Ballroom

Lead Sponsor: Natelli Communities

Co-Sponsors: Cigna Healthcare, Keenan Pharmacy Services

Join MACo's newly installed President and Board for a celebratory reception.

9:30 PM - 11:30 PM

PROGYNY KARAOKE RECEPTION

Choptank
Ballroom

Join us for a fun evening as our attendees showcase their musical talents!

FRIDAY, DECEMBER 12, 2025

7:30 AM - 10:30 AM	REGISTRATION CENTER	Main Foyer
7:30 AM - 9:30 AM	CONTINENTAL BREAKFAST	Main Foyer
<i>Sponsored by Chesapeake Employers' Insurance Company</i>		
7:30 AM - 10:30 AM	SCHNEIDER ELECTRIC "LIFE IS ON" ATTENDEE LOUNGE	Windjammer Foyer
This is your space to take a break, respond to email, or have a quick meeting!		
7:30 AM - 12:30 PM	ACADEMY INFORMATION CENTER	Choptank Registration

Interested in learning more about the Academy for Excellence in Local Governance certificate program? Already an Academy Fellow or Torchbearer and want to check your transcript status? Stop by!

8:00 AM - 9:30 AM	ACADEMY FOR EXCELLENCE	Chesapeake BCD
<i>Employment Issues</i>		

This class provides an overview of preferred employment practices and of the legal restrictions involved in hiring, firing, promoting, and disciplining employees. The instructor addresses how positions should be advertised and interviews conducted. Also included are risk management techniques concerning the proper supervision of employees.

Speaker: Kevin Karpinski, Esq., Partner, Karpinski, Cornbrooks & Karp, PA

Moderator: The Honorable Kenneth Kiler, Commissioner, Carroll County



8:30 AM - 9:30 AM	GENERAL SESSION	Chesapeake A
<i>The Blueprint Beat Goes On...</i>		

The Blueprint for Maryland's Future was designed as a statewide, systems-based education reform, but what happens when a formula meets the real-world complexity of local context? This session examines how the Blueprint model, layered over Maryland's diverse local needs, capacities, and political dynamics, can produce unintended misalignments. Panelists will explore the tension between legislative design and on-the-ground implementation, share examples from the field, and discuss opportunities to better align state goals with local realities.

Speakers:

- Katie Ridgway, Chief of Staff, Harford County
- Janice Spiegel, Special Projects Manager, Frederick County
- Jymil Thompson, Superintendent, Dorchester County
- Ted Zaleski, Director of Management & Budget, Carroll County

Moderator: The Honorable Mary Beth Carozza, MD State Senate

9:00 AM - 9:30 AM	SOLUTIONS SHOWCASE SESSION	Skipjack AB
<i>From Alerts to Action: Preempt Risk to Critical Services</i>		

Hosted by Check Point Software Technologies, Inc.

Every minute counts when it comes to protecting critical public services and sensitive data. But with endless system alerts and competing priorities, real risks can hide in plain sight. This session explores how government IT teams can move from simply seeing threats to stopping them—quickly, safely, and without disrupting daily operations. Join experts from Check Point Exposure Management to learn how agencies can identify their most serious vulnerabilities, understand which ones truly matter, and take smart, proactive steps to fix them. Participants will see how modern tools can prioritize risks by potential

FRIDAY, DECEMBER 12, 2025

9:00 AM - 9:30 AM

SOLUTIONS SHOWCASE SESSION (continued)

impact, strengthen defenses automatically, and show measurable improvements in their organizations' security posture—all while keeping essential services running smoothly.

Speaker: James Traxel, Account Manager, Check Point Software

9:30 AM - 9:45 AM

NETWORKING COFFEE BREAK

Main Foyer

Sponsored by Autumn Lake Healthcare, Check Point Software Technologies, Inc., Davenport & Company, LLC, OpenGov

9:45 AM - 11:00 AM

GENERAL SESSION

Chesapeake A

2026 General Assembly Forecast

Sponsored by DMI, Inc.

What's in store for the 2026 legislative session? From fiscal outlooks to pending policy changes, this is your sneak-peek at what's next in Annapolis. Attendees will get key insight into need-to-know issues and more from legislative leadership and the Administration.

Speakers:

- The Honorable David Moon, Majority Leader, MD House of Delegates
- The Honorable Stephen Hershey, Minority Leader, MD State Senate
- The Honorable Jason Buckel, Minority Leader, Maryland House of Delegates

Moderator: The Honorable MC Keegan-Ayer, 2026 MACo President, Council Member, Frederick County

11:00 AM - 11:15 AM

NETWORKING COFFEE BREAK

Main Foyer

Sponsored by Autumn Lake Healthcare, Check Point Software Technologies, Inc., Davenport & Company, LLC, OpenGov

11:15 AM - 12:15 PM

CLOSING SESSION

Chesapeake BCD

Highway User Revenues: The Lifeline of Local Roads

For decades, Maryland's Highway User Revenues (HUR) had been the backbone of local transportation funding—helping counties maintain roads, repair bridges, and keep communities connected. Faced with the Recession in the early 2000s, the State decreased the share of local funding from HUR – a shift that was supposed to be temporary, but has lasted more than a decade, depriving counties of billions in what should have been revenue to support local infrastructure maintenance. Slight bumps in funding over recent years helped, but didn't make counties whole and with a funding cliff looming in 2027 and evolving transportation habits reshaping revenue streams, the future of HUR is uncertain. This session unpacks the history and importance of HUR, its role in county budgets, and why maintaining local shares is critical to sustaining safe, reliable infrastructure across Maryland.

Speakers:

- David Juppe, Legislative & Revenue Manager, Prince George's County
- Todd Mohn, PE, County Administrator, Queen Anne's County
- Laura Larsen, Budget Director, Baltimore City

Moderator: The Honorable Courtney Watson, MD House of Delegates



12:15 PM - 12:45 PM

WRAP-UP BOXED LUNCHES

Chesapeake BCD

(Fri lunch ticket required)

Sponsored by American Fidelity

Grab a boxed lunch to enjoy on your way home or sit and talk with friends about what you've learned before you hit the road!



MACo's *Conduit Street* Podcast

Do you want to stay “in the know” on county issues during the MD General Assembly Session and beyond?

Subscribe to MACo's FREE Podcast!

Every week, MACo's expert policy team and their guests will discuss timely county policy issues.

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 - Election Issues
 - Cybersecurity & AI
 - Education Funding
 - Energy Evolution
 - Local Infrastructure Funding
- ...and Dad Jokes

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SAVE THE DATE

JAN 5-8, 2027

HYATT REGENCY CHESAPEAKE BAY HOTEL, CAMBRIDGE, MD

MACo WINTER CONFERENCE

+

NEWLY ELECTED OFFICIALS ORIENTATION

2026 is an election year, which means MACo will not hold a Winter Conference in that calendar year...but we'll hold 2 in 2027: in January and in December.

Our election year Winter Conference always moves to the following January to allow our new officials time to be installed in their elected roles.

New county elected officials will be invited to a special day of orientation on Jan 5, where they'll take a deep dive into topics like these:

- Local Government Structure
- Public Service Management
- The Role of County Elected Officials in the Legislature
- Foundations for Local Leadership
- What To Expect As a County Elected Official
(MACo's VERY popular ask-me-anything roundtable discussion with former and long-standing county elected officials)

All other participants are invited to attend for Jan 6-8, for our normal conference programming.

On average, Maryland's county leadership turns over by about 40% every election. The state legislature will also see new members join their ranks.

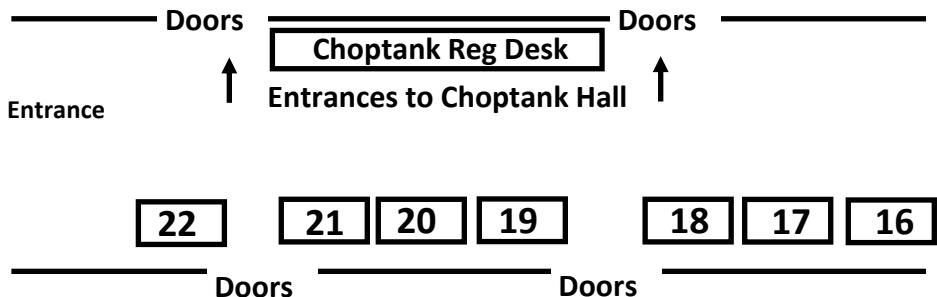
Don't miss your chance to meet new leadership and be a visible presence at the first event of a new term for county elected officials and state legislators!

Email reginabz@mdcounties.org to lock in your exhibit or sponsorship today.

MACo PAST PRESIDENTS

1951	U. Grant Hooper - Frederick County	1989	John G. Braskey - Garrett County
1952	U. Grant Hooper - Frederick County	1990	K. Bennett Bozman - Worcester County
1953	Paul M. Widdowson, Sr. - Wicomico County	1991	Frank P. Casula - Prince George's County
1954	Walter V. Bennett - Carroll County	1992	C. Vernon Gray - Howard County
1955	J. Thomas Kibler - Kent County	1993	Henry S. Parker - Wicomico County
1956	Ralph L. Lowman - Anne Arundel County	1994	Julia W. Gouge - Carroll County
1957	Thomas N. Kay - Cecil County	1995	Rochelle "Rikki" Spector - Baltimore City
1958	Herbert W. Reichelt - Prince George's County	1996	Dutch Ruppersberger - Baltimore County
1959	Joseph G. Harrison - Worcester County	1997	Clinton S. Bradley - Talbot County
1960	Delbert S. Null - Frederick County	1998	Joanne S. Parrott - Harford County
1961	H. T. Slaughter - Talbot County	1999	Murray D. Levy - Charles County
1962	Christian Kahl - Baltimore County	2000	Terre R. Rhoderick - Frederick County
1963	Wade H. Insley, Jr. - Wicomico County	2001	Marvin F. Wilson - Prince George's County
1963	Leslie H. Evans - Wicomico County	2002	Clarence I. Laird - Somerset County
1964	Jesse S. Baggett - Prince George's County	2003	Marilyn J. Praisner - Montgomery County
1965	John W. Eveland - Caroline County	2004	James M. Harkins - Harford County
1966	Francis J. Crawford - Carroll County	2005	Nelson K. Bolender - Cecil County
1967	David C. Racine - Cecil County	2006	James N. Robey - Howard County
1968	Evan Crossley - Washington County	2007	Jan H. Gardner - Frederick County
1969	Ray F. Redden - Worcester County	2008	James T. Smith, Jr. - Baltimore County
1970	Dale Anderson - Baltimore County	2009	Wilson H. Parran - Calvert County
1971	Douglas M. Sullivan - Talbot County	2010	David R. Craig - Harford County
1972	Charles E. Miller - Howard County	2011	Ken Ulman - Howard County
1973	Lewis R. Riley - Wicomico County	2012	Ingrid M. Turner, Esq. - Prince George's County
1974	John H. O'Neill - Harford County	2013	Rick Pollitt - Wicomico County
1975	C. Bernard Fowler - Calvert County	2014	Thomas G. Duncan - Talbot County
1976	S. Glyn Edwards - Kent County	2015	Isiah "Ike" Leggett - Montgomery County
1977	Leonard W. Dayton - Dorchester County	2016	John F. Barr - Washington County
1978	Francis B. Francois - Prince George's County	2017	Kevin Kamenetz - Baltimore County
1979	Burton R. Hoffman - Washington County	2018	Jerry Walker - Anne Arundel County
1980	William Donald Schaefer - Baltimore City	2019	Barry Glassman - Harford County
1981	James F. Dent - Charles County	2020	Sharon Green Middleton - Baltimore City
1982	Leonard E. Smith - Queen Anne's County	2021	Wilbur Levengood, Caroline County
1983	John W. O'Rourke - Baltimore County	2022	Laura Everngam-Price - Talbot County
1984	Esther P. Gelman - Montgomery County	2023	Calvin Ball - Howard County
1985	Edwin D. McGee - Somerset County	2024	Johnny Olszewski, Jr. - Baltimore County
1986	J. Hugh Nichols - Howard County	2025	Jack Wilson - Queen Anne's County
1986	George R. Aud - St. Mary's County		
1986	Frank J. Hutchins - Harford County		
1986	Parris N. Glendening - Prince George's County		
1987	Parris N. Glendening - Prince George's County		
1988	Maureen Lamb - Anne Arundel County		

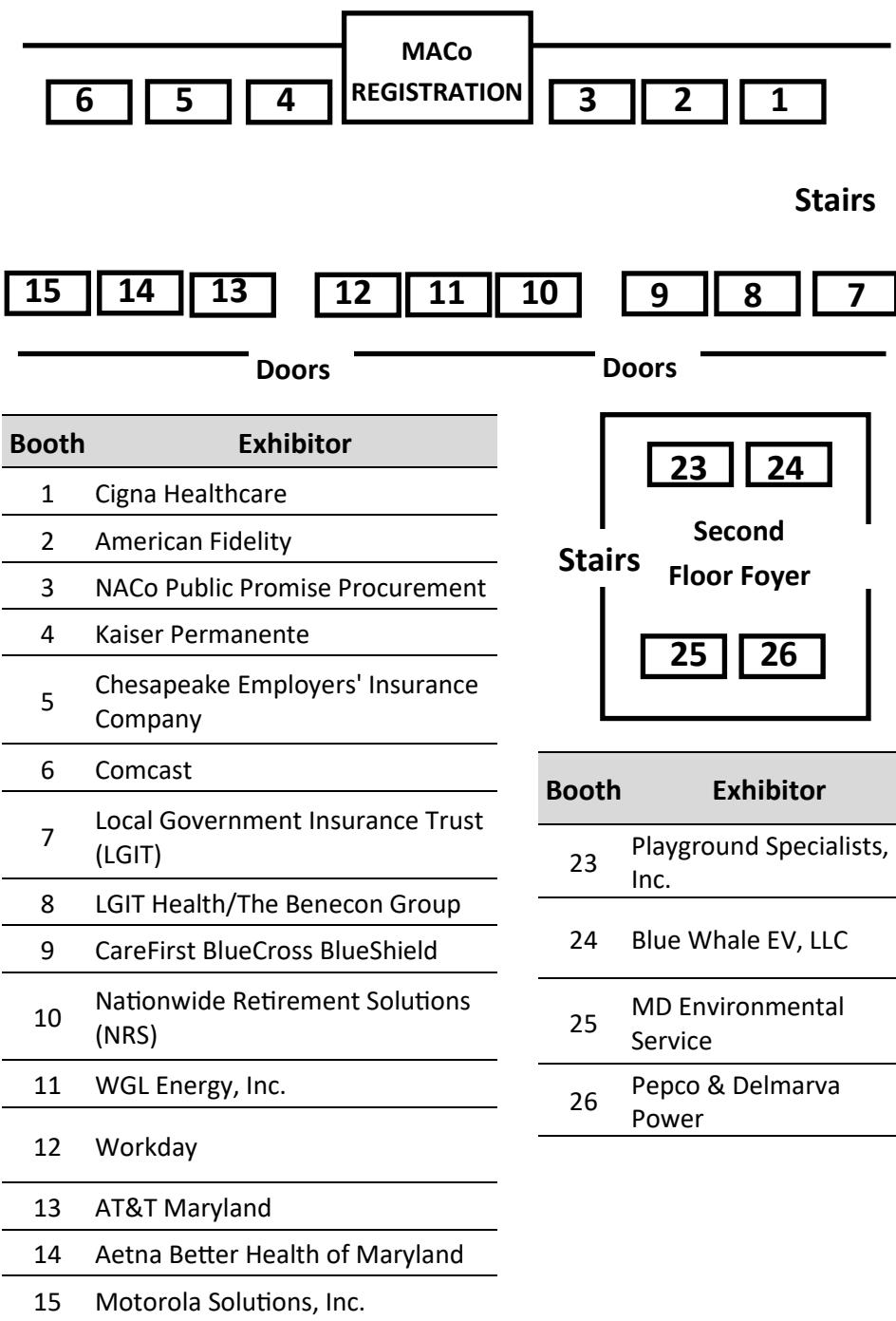
Chesapeake Foyer Exhibit Layout



Chesapeake Foyer Exhibit Listing

Booth	Exhibitor
16	Dynatrace
17	ePlus Technology Inc.
18	Royal Plus, Inc.
19	Keenan Pharmacy Services
20	PSA Insurance and Financial Services
21	Progyny
22	Servpro
Choptank Reg Desk	Academy for Excellence in Local Governance

Chesapeake Foyer Exhibit Layout



Choptank Exhibit Layout

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COFFEE BREAK

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COFFEE BREAK

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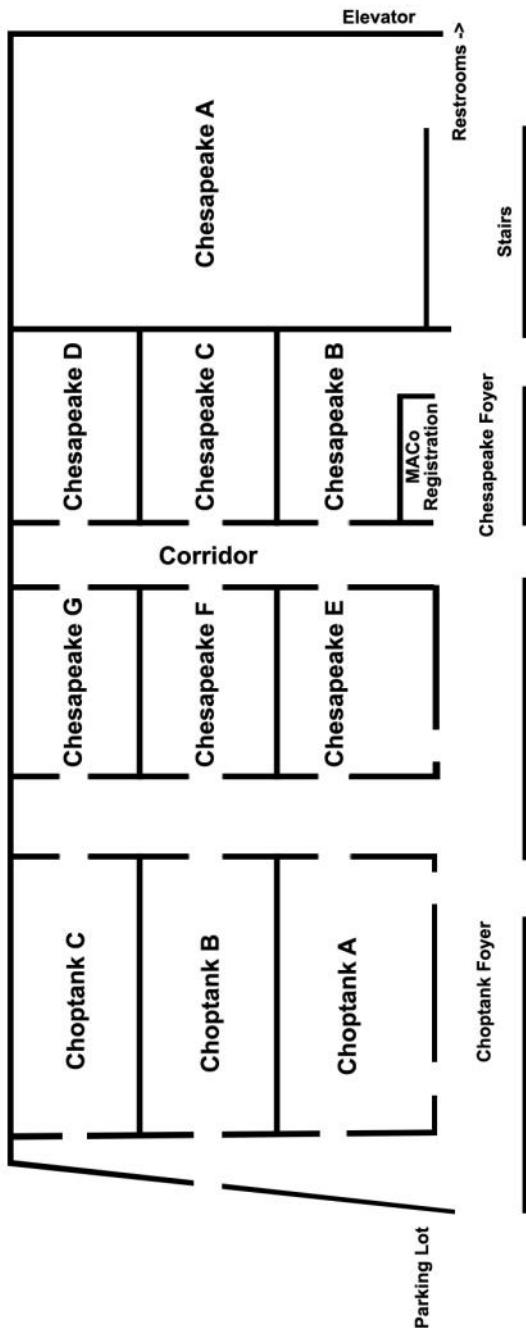
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Exhibitor descriptions and contact information available through our mobile app or at www.mdcounties.org/WC25Exhibitors

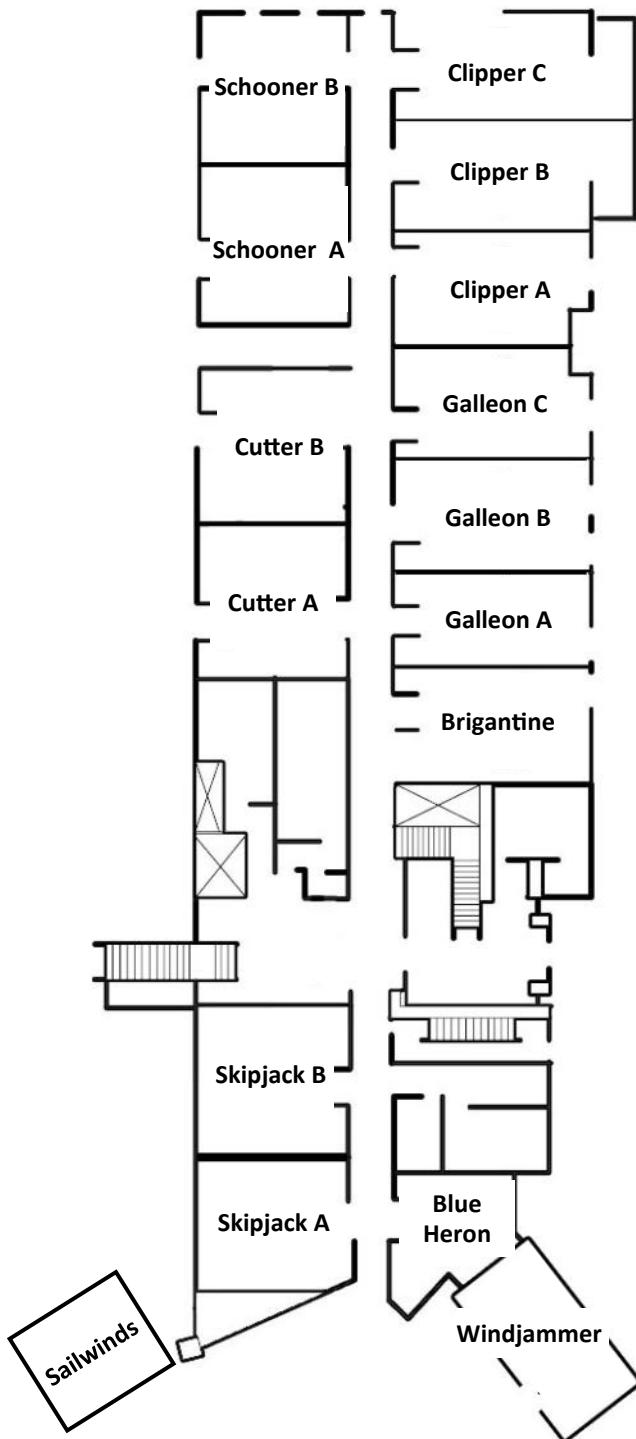
Choptank Exhibit Listing

Booth	Exhibitor	Booth	Exhibitor
27	United Concordia Dental	50	Presidio
28	University of Maryland Eastern Shore Extension	51	Amazon Web Services, Inc. (AWS)
29	Applied Technology Services	52	Verkada
30	Assura, Inc	53	Maryland American Water
31	OpenGov	54	Skyline Technology Solutions
32	Fortinet, Inc.	55	Verizon
33	Technology Digest	56	Ameresco, Inc.
34	Bolton	57	National Vision Administrators, LLC
35	Sparks@Play	58	Maryland Public Libraries
36	Republic Services	59	NACo Leadership Academy
37	Hadco Philips Lighting	60	FedHarmony
38	LeafFilter Gutter Protection	61	Sister States of Maryland, Inc.
39	DiCello Levitt	62	EveryMind
40	i-Probe Inc.	63	UA Local 486
41	archSCAN, LLC	64	Check Point Software Technologies, Inc.
44	University of Maryland Extension	65	Constellation
45	Ampion	66	Zelenkofske Axelrod, LLC
46	Maryland Department of Housing & Community Development	67	Community Associations Institute - Chesapeake Region Chapter
47	DALY	68	MidPoint Technology Group
48	U.S. BENCOR/MidAmerica		
49	MASA		

HYATT CONFERENCE CENTER FIRST FLOOR



HYATT CONFERENCE CENTER SECOND FLOOR



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MACo President
MC Keegan-Ayer
and the entire
MACo Board of Directors!

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In the event of a public relations crisis, you now have access to expert crisis communications services that will help you control the narrative and build trust with your audience—quickly and effectively.

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24/7 availability (including holidays) for a one-time 30-minute consultation (per incident, per member) via phone, virtual meeting, text, or email.

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A crisis is an unexpected event requiring immediate strategic communication to protect a member's reputation, operations, or community safety.

- **In-Person Services**
- **Training Services**

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