

WEDNESDAY, DEC. 3



Time	Session	Room
7:30 A.M. – 5:00 P.M.	Conference Attendee and Tradeshow Registration	3rd Floor
8:30 A.M. – 4:45 P.M.	Ohio County Dog Wardens Association	Roman Johnson 3rd Floor
10:00 A.M. – 11:15 A.M.	CCAO Board of Directors Meeting	Ema Spencer 5th Floor
10:00 A.M. – 11:15 A.M.	Lessons Learned from First Year In Office	Charles Massey 3rd Floor
11:30 A.M. – 12:45 P.M.	Luncheon with Lawmaker Panel (RSVP Required)	Kojo Kamau 4th Floor
1:00 P.M. – 5:00 P.M.	CCAO Service Corporation & Corporate Partners Liberty Lounge Hot Chocolate Bar	Charlie Owens 3rd Floor
1:00 P.M. – 2:00 P.M.	Property Tax: Proposed Constitutional Amendment for Full Repeal - Proponents	Pheoris West A 3rd Floor
1:00 P.M. – 2:00 P.M.	Celebrating America's 250 – Honoring Ohio's Past, Present & Future and How Counties Are Celebrating	Pheoris West C 3rd Floor
1:00 P.M. – 2:00 P.M.	OCERP – The Ohio County Employment Retirement Plan Difference	Charles Massey 3rd Floor
2:00 P.M. – 5:00 P.M.	OCERP Retirement Readiness Reviews	Dax 5th Floor
2:00 P.M. – 5:00 P.M.	OPERS Informational Consultants on Retirement Benefits & Service Credits	Barnes 5th Floor
2:15 P.M. – 3:15 P.M.	CCAO/CEAO Opening General Session	Kojo Kamau 4th Floor
3:30 P.M. – 4:30 P.M.	CEAO Board Meeting	Aminah Robinson A 5th Floor
3:40 P.M. – 4:45 P.M.	Property Tax: Potential Ramifications of Property Tax Elimination	Pheoris West A 3rd Floor
3:40 P.M. – 4:45 P.M.	Planning Before the Panic: A Smarter Way to Manage County Capital Spending	Ema Spencer 5th Floor

3:40 P.M. – 4:45 P.M.	CEBCO/Aon – Recent Trends + Strategies to Control Healthcare Costs	Pheoris West C 3rd Floor
5:00 P.M. – 7:00 P.M.	CCAO/CEAO Opening Reception in Tradeshow	Aminah Robinson BC 5th Floor
7:00 P.M. – 9:00 P.M.	Hospitality with US Bridge	Atrium at 401 (Across Sky Bridge on 2nd Floor)
7:00 P.M. – 11:30 P.M.	Hospitality with DLZ	Gina Knee 4th Floor
7:30 P.M. – 11:00 P.M.	Music by Bears on Unicycles	Gina Knee 4th Floor
8:00 P.M. – 11:30 P.M.	CCAO/CEAO Hospitality	Charlie Owens 3rd Floor



CCAO/CEAO

Winter Conference

December 3–5, 2025

Franklin County

Counties at the Heart of America's 250th

ANDROID



APPLE



TRADESHOW MAP

THURSDAY, DEC. 4



Time	Session	Room
7:30 A.M. – 8:30 A.M.	Breakfast Buffet at the Trade Show	Aminah Robinson BC 5th Floor
7:30 A.M. – 3:30 P.M.	Tradeshow Information Booth	Aminah Robinson Foyer 5th Floor
7:30 A.M. – 4:30 P.M.	County Sanitary Engineers Association	Charles Massey 3rd Floor
7:30 A.M. – 5:00 P.M.	Conference Attendee and Tradeshow Registration	3rd Floor
8:00 A.M – 5:00 P.M.	Coffee/Tea/Water/ Soda Break at the Tradeshow	Aminah Robinson BC 5th Floor
8:00 A.M. – 9:00 A.M.	CEAO Ethics Session 1	Aminah Robinson A 5th Floor
8:30 A.M. – 5:00 P.M.	Ohio County Dog Wardens Association	Roman Johnson 3rd Floor
8:30 A.M. – 9:30 A.M	Understanding Ohio's New Cyber Law for Local Governments	Pheoris West A 3rd Floor
8:30 A.M. – 9:30 A.M	Data Centers & What Counties Should Know	Pheoris West B 3rd Floor
8:30 A.M. – 9:30 A.M	How Counties Can Be More Efficient & What to Consider if Property Tax Disappears – Reductions in Expenditures, Revenue Enhancements & What Is Mandated	Pheoris West C 3rd Floor
9:00 A.M – 4:00 P.M.	OCERP Retirement Readiness Reviews (By Appointment)	Dax or Barnes 5th Floor
9:00 A.M. – 4:00 P.M.	CCAO Service Corporation & Corporate Partners Liberty Lounge Hot Chocolate Bar	Charlie Owens 3rd Floor
9:00 A.M. – 4:30 P.M.	CCC/EAPA	Ema Spencer 5th Floor
9:15 A.M. – 10:15 A.M.	CEAO Annual Business Meeting and Awards	Aminah Robinson A 5th Floor
9:45 A.M. – 11:35 A.M.	CCAO Annual Membership Business Meeting	Gina Knee 4th Floor

10:00 A.M. – 2:00 P.M.	County Administrators Association	Mary Francis Merrell 5th Floor
10:00 A.M. – 3:30 P.M.	County Planning Directors Association	Alfred Tibor 3rd Floor
10:15 A.M. – 11:00 A.M.	NACE Update and Information	Aminah Robinson A 5th Floor
11:00 A.M. – 11:45 A.M.	CEAO Visit to Tradeshow & Photos	Aminah Robinson BC 5th Floor
11:45 A.M. – 1:15 P.M.	CCAO/CEAO Luncheon Installation of 2026 CCAO/CEAO Officers <i>Alumni Invited</i>	Kojo Kamau 4th Floor
1:30 P.M. – 2:30 P.M.	CCAO Alumni Meeting	Amy Kimpton 4th Floor
1:30 P.M. – 2:30 P.M.	Property Tax Reforms: Legislative Actions Taken	Pheoris West A 3rd Floor
1:30 P.M. – 2:30 P.M.	Energy & Economic Development: Best Practices for Counties	Pheoris West B 3rd Floor
1:30 P.M. – 2:30 P.M.	Children Services: Wellness Campuses, Rate Transparency, and Placement Costs	Pheoris West C 3rd Floor
1:30 P.M. – 2:30 P.M.	CEAO: Stretching Your Local Dollars A Partnership Model with Your SWCD	Aminah Robinson A 5th Floor
2:30 P.M. – 3:30 P.M.	CCAO/CEAO Ice Cream Social in Tradeshow	Aminah Robinson BC 5th Floor
3:30 P.M. – 4:30 P.M.	Property Tax: Levy-Funded Agency Budgeting and Property Taxation	Pheoris West A 3rd Floor
3:30 P.M. – 4:30 P.M.	Artificial Intelligence: County Use Cases	Pheoris West B 3rd Floor
3:30 P.M. – 4:30 P.M.	Telling Our Story: Connecting Montgomery County With the Community	Pheoris West C 3rd Floor
3:30 P.M. – 4:30 P.M.	Surveying Cases from State Board	Aminah Robinson A 5th Floor
6:00 P.M. – 7:00 P.M.	CCAO/CEAO Reception	Gina Knee 4th Floor
7:00 P.M. – 11:00 P.M.	Monte Carlo, Music, Dance, and Hospitality	Kojo Kamau 4th Floor
7:00 P.M. – 10:30 P.M.	Karaoke Room	Gina Knee 4th Floor
8:00 P.M. – 11:30 P.M.	CCAO/CEAO Hospitality	Charlie Owens 3rd Floor

FRIDAY, DEC. 5



Time	Session	Room
7:30 A.M. – 8:30 A.M.	Breakfast	Gina Knee 4th Floor
7:30 A.M. – 10:30 A.M.	Conference Attendee Registration	3rd Floor
7:45 A.M. – 12:45 P.M.	County Sanitary Engineers Association	Charles Massey 3rd Floor
8:00 A.M. – 11:45 A.M.	Coffee/Hot Tea/Water/ Soda Stations	3rd and 5th Floors Center Halls
8:00 A.M. – 8:45 A.M.	OSU Extension: Land Use + Planning for Economic Development	Pheoris West A 3rd Floor
8:00 A.M. – 8:45 A.M.	Workforce Transitions: Layoffs, Furloughs, and Retention Strategies	Pheoris West C 3rd Floor
8:45 A.M. – 9:15 A.M.	CCAO/CEAO Central District Meeting	Pheoris West A 3rd Floor
8:45 A.M. – 9:15 A.M.	CCAO/CEAO Northeast District Meeting	Pheoris West B 3rd Floor
8:45 A.M. – 9:15 A.M.	CCAO/CEAO Northwest District Meeting	Pheoris West C 3rd Floor
8:45 A.M. – 9:15 A.M.	CCAO/CEAO Southeast District Meeting	Charlie Owens 3rd Floor
8:45 A.M. – 9:15 A.M.	CCAO/CEAO Southwest District Meeting	Alfred Tibor 3rd Floor
9:15 A.M. – 10:15 A.M.	CEAO Ethics Session 2	Aminah Robinson A 5th Floor
9:00 A.M. – 12:00 P.M.	County Dog Wardens Association	Roman Johnson 3rd Floor
9:00 A.M. – 12:30 P.M.	County Commissioners Clerks & Engineers Administrative Professionals	Ema Spencer 5th Floor
9:30 A.M. – 10:50 A.M.	CCAO Policy Team Legislative Update	Pheoris West A 3rd Floor
10:30 A.M. – 11:30 A.M.	CEAO: Boundary Surveys	Aminah Robinson A 5th Floor

THANK YOU FOR ATTENDING THIS YEAR'S EVENT!



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1. Download the CCAO/CEAO app from the App Store or Google Play Store
2. Tap Sign In
3. Enter the **email address that was used to register** for the conference
4. Create a password
5. Enjoy!

ANDROID



APPLE



TRADESHOW MAP

