

CIS 21st Annual Conference

Aug. 24 – 26, 2022

The 21st Annual Conference was held Aug. 24 – 26, 2022 at the Salem Convention Center. Five hundred and sixty members, agents, staff, sponsors, and other non-members registered for the event and 476 attended either in person, virtually, or a combination of in person and virtual.

The Annual Conference Survey was integrated into the Attendee Hub virtual conference platform and mobile app. Attendees were able to rate sessions and provide feedback immediately following a live event. A reminder email to provide feedback was sent to attendees on Aug. 26, 2022. An additional follow-up email was sent on Sept. 1, 2022. Thirty percent of participants completed the survey.

The conference and sessions received overwhelmingly high marks with only six individuals rating the conference less than good. Ninety-six percent of conference participants reported both the in person and virtual experience was excellent or good.

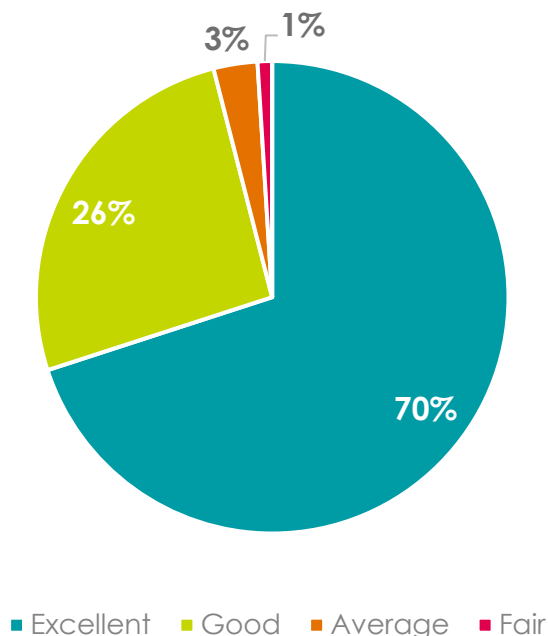
In addition to rating the event and the sessions, we asked attendees to provide feedback on when to hold the 22nd Annual Conference. An additional survey was sent on Sept. 14, 2022, via SurveyMonkey to nearly 2,000 key member contacts and agents asking for their preference for future events. A reminder email was sent on Sept. 19, 2022, and a total of 242 members and agents completed the survey.

While the majority of the conference attendees preferred August to hold the Annual Conference; February appears to be the preference for most CIS members and agents.

The full results of both surveys are enclosed.

GENERAL EVENT FEEDBACK

Overall, how would you rate our event?



Average Rating: 4.64 out of 5

Top 2: 96%

Bottom 2: 1%

This was an outstanding conference. I'm so glad I got to come, every single session I chose to attend was fantastic. I can't wait to go and watch the ones that I didn't get to go to, as well as listening again to the ones on my schedule. Well done!!

Participated virtually, by doing so I did miss the one-on-one interaction but was pleased with the feature to network with participants and have the option to correspond. :)

Everything was well done, and I am glad you organized it to get us familiar with each other again.

CIS did a great job. Thank you

Julie did a Great Job!!!!

Great event! Kudos to Julie and Conference Planning Committee Members.

I attended virtually because of conflicting training so I found this very valuable. I thought the sessions that I attended were well coordinated. I liked the interactivity of the sessions.

Attending virtually was excellent.

I watched it virtual, which was a great help for me as I can handle the things that come up during the day.

High caliber, high quality conference! Thank you!

The information was wonderful. The ability to participate virtually was so helpful and the virtual interface was easy and without issue.

I felt the speakers shared a common theme that encouraged a supportive workplace that included self-care. In all practices this is valuable information in today's current workplace culture.

The sessions were very good with the exception of the very, very confusing Oregon Paid Leave Law session. It wasn't the presenter. It's just that it's a very confusing law.

I felt like the classes provided didn't bring much value. I would have like to go over more coverage forms since CIS is unique.

I really appreciated the focus of the conference shifting from an annual benefits/topical sessions to just a focus on topical sessions. This shift in focus provided additional learning opportunities for members, who could then take that information back to their organizations to develop trainings and information sessions/materials.

Food was good. Sessions were extremely boring.

It was fantastic to meet in person again. The sessions I attended were overall very rich in information and very useful. I also LOVE that the hub remains available to us for 90 days so I can watch a couple of sessions I had to miss because they were running concurrent with others. Thank you.

Event was good would have like to learn more about how CIS is different from regular commercial insurance.

Great to see people in person. Good speakers, good sessions. Good food.

Always a great conference

I enjoyed talking with other event participants and hearing about some of their challenges

I had to attend virtually due to the timing of the conference and my workload.

Great

This was my first CIS Conference. I thoroughly enjoyed all the activities and all the great information.

Overall I think the content was the best of the years I have attended. The virtual platform is an excellent option for those of us with small staffs that can't always get away for several full days at a time.

overall, conference was good

First time attending conference, will be back!

It was good. The speakers were engaging and the topics were relevant.

Would love to see the vendors starting Wednesday- Really enjoyed the variety of classes available

1st time attending, looking forward to returning next year! Great conference.

Attended virtually and really appreciated the opportunity.

It was wonderful seeing co-workers and meeting members. Julie and her team did a fantastic job organizing.

Check in, location and most sessions were great. As always, good networking opportunity and good information/resource sharing.

As always, the conference was thoughtfully prepared, informative, and well presented.

Was my first conference. Virtual ability was super beneficial. Presenters were great and very helpful.

This was my first in person CIS conference. I was very impressed. I really enjoyed the timing of the conference as well. The weather was fantastic.

The event was well organized and attended. The speakers were excellent.

It was great and I always learn a lot. It felt different this year. Maybe since it's the first after missing it for 2 years.

It was a great conference.

I thought the conference was good this year although I did find some of the HR type classes pretty basic with information most HR departments already have. So it would be great to get into some more advanced issues.

Well organized and good information.

Overall good, low attendance, dislike having in August. Lots of feedback re this. Members prefer February.

I enjoyed the public safety themed sessions.

Salem Convention Center is the perfect venue for this conference. Everything was great.

Good sessions.

I thought that the event was well organized, and full of good information for members to be able to recognize their entity needs and resources available. The location was great, the food was wonderful.

It was informative and fun!

Always a good conference!

It was great learning about the CIS Learning Center!

Loved the CIS conference and being able to network. Thank you!

I was scheduled to attend the full event in person, but got Covid. I attended the full event in streaming video. I was disappointed I could not be there, but still really enjoyed the opportunity to participate. Thank you.

CIS always puts on a great conference. Thank you for the hard work and pulling together great training.

Wonderful experience, as usual. CIS always puts on a well-planned, educational conference, with relevant sessions, and opportunities for networking, while making things fun! The venue is great too!

Love the CIS conferences, they are always well planned and very informative!

Great conference! Excellent work by CIS staff.

It was good to be back to in person conference sessions.

It was great to get together in person this year! I enjoyed the trainings/sessions, as they were relevant to today and upcoming changes. The speakers were thorough, and it seemed that there was sufficient time for Q & A afterwards. CIS staff are very approachable, and I appreciate their time answering questions or just stopping to say hello to members.

Very good. Good speakers

I had a great conference, and it really was nice to see everyone and have a chance to visit with folks one-on-one as well as get information from other entities.

I like August.

I really found the session I attended very well-planned and informative. The best session was Kevin's presentation on Mental Health, big learning opportunity and very powerful!

First time at the conference. It was professional and fun! Loved it!

Overall, my experience was great. The conference was well organized, had great keynotes, relevant topics, and not too many vendors :) Family feud and those who hosted it were amazing too!

From a web-viewer perspective it flowed rather nicely.

I am enjoying my time so far.

Great sessions and it was nice to see people live.

Well organized.

Great presenters, great info, and great food.

I really appreciate the opportunity to attend the conference virtually. Insurance is not a primary function of my position anymore, but I like to keep in the loop.

The entire experience has been nothing but enjoyable. The venue is divine - plenty of space, terrific service and delicious food. The speakers are top notch! I have enjoyed the presentations and have had the opportunity to soak in

very helpful information. Overall, it's been a wonderful process.

GREAT and applicable presentations. Since this is the first time, I've attended a combined conference (Safety & Annual) I don't know if there was more of a focus on mental health, but none the less - if that is the case, I'd like to see this level of mental health in both. Mental health is what is breaking down what is left of those who have stayed the course throughout the pandemic.

I appreciate the ability to attend virtually. Every session started and ended on time, making it easy to fit into my work schedule. I learned a lot from every session, even though I did miss getting to attend in person.

A lot of relevant useful information. Everyone was very helpful and open to sharing their policies and procedures.

The speakers were great. The Grand has very nice facilities and the food was well above expectations."

Everything was seamless so huge kudos to your team for a fabulous conference!

One of the best conferences I've been to! The food was delicious the people were nice, and it was both relaxed and very engaging. I really like the Salem convention center and the hotel, the AC was so nice to have especially in the 90 degree heat. I would definitely love to attend again.

This conference is always great! Although, I missed the benefits portion being included in the conference this year.

Some were not what was expected based on the description (megafires).

Some points of view need be more neutral and not so liberal, my opinion.

The sessions and content were more of a 1-2 star for me - an agent. The networking enhanced it. The winter conference before renewals is a better time for a lot of information. I think a Claims of Today session where current claims and payout or denial details are discussed would be so powerful.

A Hypo claim session where agents and members can submit ahead of time potential claims that adjusters could discuss and hash out in class would be powerful.

A coverage session to dissect agreement/s especially changes for the upcoming renewals."

I really learned a lot, and it was a great opportunity to hear from other experiences.

This was my first time attending the CIS Annual Conference, and I thought it was an excellent conference. Your team did a fabulous job at putting it on, and everything ran smoothly. The sessions were great, the meals were great, and I really enjoyed the networking and booth times as well.

I only attended two sessions remotely. You had the most outstandingly excellent live streaming ever! As a deaf person, attending a conference in person is not always the best experience. I miss so much when I cannot hear. I felt like remote attendance was the best way for me to attend for this reason as well as travel restrictions. The speakers were very good and repeated questions that were not spoken into the microphone.

Good sessions; good speakers; good food; good venue. Wish I had time for the whole 2.5 days.

I enjoyed attending virtually but plan on being there in person next year

Good - I attended virtually.

It was hard to hear some of the audience questions and they weren't always repeated so we could hear. The Q&A was handled well. Lots of interesting sessions, high quality presenters without too much reliance on slide decks.

Overall, I thought this was a very good, well-organized conference. The platform handled both in-person and online very well. I had to attend virtually but felt that I did not miss out on the spirit of the conference.

Very enjoyable to reconnect with folks in person.

As a virtual attendee I felt that the conference was held wonderfully. With the different game, Q&A, and Chat is was easy to stay involved in each session and made you feel like you were there.

I really enjoyed the diversity of information. All the speakers did a great job, and I enjoyed every session I attended.

This conference is one of my favorite conferences to attend.

CIS is great at providing a conference ripe with classes that are helpful and applicable.

Presenters are great. Time was good. Maybe October or April.

Good location, great facility, good food.

I've learned something valuable in every session so far. Food and venue are great with the exception of the chairs being a little uncomfortable.

It's my first time here and I really enjoyed it. A lot of good and valuable information I can take back to my organization. Facility temperatures varied. Santiam room was consistently cold.

Great job!! Lots of great subjects covered. Fantastic food.

First time here. Learned a lot. Great to connect in person

I thought this seminar was fantastic. I will say my favorite to attend is the CIS conference.

This was my first conference. I was so excited because so much great content and it did not disappoint.

It was great to see everyone again.

I really enjoy that the conference is back in person. Seeing and meeting with my peers is so amazing and I really enjoy having conversations about our own struggles.

Wonderful conference, thank you!

Always very educational and fun

Entertaining & educational!

Always an informative and well-done event! I always feel that I leave with a lot of great new knowledge!

Very well organized. Location seems like it continues to work well.

So much knowledge. Great speakers

What was the single best aspect of this conference?

Watching it virtually.

Not sure it was the SINGLE BEST; however, the fact that it was held in the summer which made it possible to attend and traveling across the state was feasible.

Every session realized there were in person and virtual attendees, and it showed. Couldn't hear what the in-person attendees were asking, but the presenter would paraphrase and include the question within the answer, so it was like we were there. This made a huge difference because a few times, it was the question I would've like to have had answered - GREAT JOB!!!

Being able to reconnect.

The homelessness sessions.

Meeting in-person once again with excellent topics/presenters.

I felt that the conference aimed it sessions at professionals with existing experience and that made the sessions valuable because they dealt with complex rather than beginner aspects of the work. However, there was also reference to more resources for those who might not have dealt with a topic before. A good balance.

the professional instructors/presenters

The keynote speakers were really timely, and they shared information that I have been using right away.

I felt the information shared by the Pre-Loss team was very beneficial in regards to who and when you get which lawyers involved.

The CIS staff!!! Hands down!

Both keynote speakers were simply fantastic! I could have listened to both speakers for at least another hour-two of the best conference speakers I have experienced in years!

Deep information. I liked the public safety thread - I wandered into the mindfulness session, not realizing what it was for and it was fantastic.

Caliber of presenters and quality and relevance of content.

Networking

Good mix of topics.

Meeting our members and who we work with at CIS

Seeing people.

Getting to know people

I enjoyed the banquet dinner because of the informal time to spend with others

The content was really applicable.

Good selection of speakers and classes.

The food.

I feel more confident in contacting CIS with any and all of my concerns. Thank you for everything you folks do!

Quality of education content

Very good line up of topics and speakers.

well organized

Guest speakers

Very excited for Shark Tank! Loved the variety

Networking

Absolutely everything.

The presentations by CIS pre-loss

Other than visiting with members, it was the session by attorney, Hisel on the current homeless situation.

The keynote presenters were great.

It's an excellent way to keep up on changes in the law that will affect us and the way we do our jobs.

Being able to attend virtually. Allowed three from my agency to attend. I also liked the block setup with playback ability.

I think the networking was super important. But it is hard to beat all of the valuable information that came from the conference.

Sessions on employment law.

I liked the Shark Tank presentation. And the many great speakers.

Getting to see everyone in person and Sharon's HR 201 class. Oh wait kudos to Heather for a great presentation. I learned a lot from the session: Risk Management Techniques for Providing Homeless Services.

This year I networked a lot more than in years past so I really enjoyed that. I don't know if it was because people were more open after having not seen each other for so long or what but people seemed more open to talking this year.

People again. Face to face

Networking

Meeting and getting reacquainted with CIS staff. Pre-loss attorneys' sessions were outstanding. Also, Pam rocked the PLO session (who thought that could be entertaining?!)

Networking

I attended the MAT training for LE and First Responders. Although geared for them, it was information that was relatable in the insurance industry as well. I left the course feeling that I had gained from it just as much as the next attendee that maybe was in law enforcement or related field.

I thought the food was outstanding!!

The rollout of new benefits (Hinge Health and Surgery Plus) / Better understanding available resources (SAIF and CIS Learning Center)

Networking and bringing people together.

Lindsey Boccado

Training, timely topics

Content and networking

Being together in person again. And the morning keynote speakers...excellent.

I love connecting with other City representatives.

Seeing everyone in person.

Engaging with other members.

The training sessions.

All the speakers

It was TOO tailored to what is going on in my city. I almost felt like everything was tailored specifically to us. (I am going to have to work not getting so emotional when the instructors are explaining the signs of big problems.) I also felt very included and valued by the whole staff even when I made many mistakes.

Lindsay Boccardo

Very organized, loved the app to get the slides and the breaks.

The content was useful and very informative. The food was amazing.

Size

Being able to attend remotely.

The PLO and leave law seminars.

Networking, although I was unable to attend several sessions.

Both keynote speakers

Timeliness of the topics.

Live and virtual options.

Mental Health

By far the speakers are the best aspect of the conference. Their ability to engage with the audience and relay information is astonishing. This has been a great learning experience.

Fun but informative presenters.

The relevant information that I can take back to share and implement.

Everything, very applied learning with rich anecdotes and engagement in each session.

Getting to ask questions of the experts/people "in the know"

I think the best thing was everything - it was so well organized and thoughtfully put together. The food was so good I was relieved to have gluten free options!

Keynote speakers were motivating.

Meeting with peers and CIS staff.

Networking.

The abundance of information put forth, clear instructions in how to make your own exercise. I also enjoyed the SMEs advice. Also, you guys provided and coordinated excellent speakers.

I enjoyed that this was a conference for the entire CIS family, and that it focused on various topics that would be interesting to different groups (ie HR, law enforcement etc).

Networking with colleagues in person.

I really enjoyed all the speakers in the sessions I attended

Being able to hear every word.

Virtual attendance!

Women in Law enforcement.

Location.

I took a lot away from the conference. I really enjoyed the sessions that focused on mental health and ways identify when someone is struggling.

I really enjoyed Kevin's presentation on the power of listening.

The ability to connect in person! Great relevant sessions

Classes

Loved all the topics.

Location.

Quality of speakers/ presenters

I genuinely feel that CIS cares about members. It's a real breath of fresh air after having to work with CIS as a special district manager.

Presenters

Keynote speakers

Location location location

HR seminar in the afternoon

Learning about Hinge Health. Interesting concept.

The best aspect of the conference was the HR 201 session. Very good information.

Organized and clean

Great topics and presenters!

Networking with others.

- new and relevant topics

Keynote speaker

Learning more about PLA

Meeting new people and learning!

The variety of training options.

The people

What would you change about this conference?

Have an annual conference in August.
February is extremely busy time of year.

My city and I prefer the February meeting. For the City they are in the middle of audits and other new fiscal year activities.

unknown at this time.

nothing noted

I don't have recommendations for change

The rooms were FREEZING COLD! It would be nice if they were somewhat cool but not freezing.

Building in longer breaks in between sessions

Very little. There were a couple of sessions that could be stronger and I have a keynote speaker idea for you.

Please continue to offer hybrid options - you all did an excellent, seamless job of providing a very professional, accessible platform. Please clarify how to obtain the SHRM professional development units!

Having the Public Safety Conference in a different training was better.

More specific coverage classes

Make it earlier so the rates and information for the members so we can go over that before their renewals

Have it in February.

None

The speakers need more energy. Something as it was very hard to sit through most of them.

the center is always freezing cold

February

I would make it 2 days instead of 3.

I expect it was new for some of the execs due to turnover but please do not read to the audience. It's perfectly fine to have reference notes but nothing is worse than sitting and watching someone read from a script with little or no voice moderation or eye contact. It was a significant change from prior years and turned off some of our new folks who didn't know about the better presentations of the past.

Encourage the conference center to adjust their air conditioning so that it doesn't feel like a meat locker.

Good as is. Access to PDF's would be nice

Nothing. It was very well organized.

I love it in Salem but Central Oregon would be even better. AND it was WAY TO COLD IN SOME OF THE ROOMS

I would like to see the HR type sessions based on more in depth information or on bigger issues.

having the hub and the app was confusing, I was not able to do everything in the app.

Month. Back to February.

Hold it in February. Hopefully that is the plan for 2023.

Move it back to February

I didn't attend the breakfast sessions, due to travel, but an ice breaker would have been great to introduce people.

I actually didn't have anything I really disliked about the conference.

Move it back to February.

Pushing it either a few weeks earlier or later by a couple weeks (my kids started school that week and others had back to school type things going on)

I wish more people were comfortable in the online chat. I've been to virtual conferences with robust chat rooms during presentations, and it is really fun and engaging.

Move back to February time frame

Nothing

Location. Not a fan of Salem.

A little more down time between sessions to talk with others.

Nothing that I can think of.

Nothing - I really liked it. I

Nothing

Not sure

It was freezing in the convention center.

More concretely tie together subjects; there are a lot of concepts that HR/Benefits mingle with. Such as, "Modern De-Escalation Training for HR and Others", or "Practice Your Conflict Resolution Skills for all", or "How To Interview With Open Ended Questions"

Continue to offer in person as well as remotely.

Go back to the February live meeting

nothing

2 drink tickets instead of 1

Frequency?

Maybe move the half day to the afternoon of the first day. Otherwise, those of us who have quite a distance to travel have to come down the day before to make the early sessions the first day.

Maybe have more breakout sessions or round tables for specific job roles; use more of the success stories of attendees. Create even more opportunities for people to meet.

More practical application content. More interactive.

HVAC

More coverage and claims content. More participation with less "presentation" style.

Nothing, I think it was excellent. If we had longer times many doing a demo of a cyber incident and response similar to a real table top.

Nothing.

Topics were a bit thin after having had the February meeting too? But still mostly good. Wish the HR 201 hadn't conflicted with the Table Top Cyber exercise -- watching the video later is not the same (or I'd have just skipped the whole conference).

Maybe to try it out in Eugene some year?

Nothing...well done!

no ideas

The biggest thing I would change about the conference is on the technical side. I attended the conference online all three days. On the first day, I logged in just before 10am and I did take note that it said my access was only good for 24 hours. So what that meant is that each day, I had to log in (like at 8am for the next morning meeting) and then as I was attending another 10am meeting, my time was up, I got kicked off and had to renew my verification code again. This caused me to miss about 5 minutes of the speaker each time as I was going through the process to log in. It might be better, if someone is scheduled for all three days, that instead of 24 hours, you grant them 72 hours? This way they are not losing information.

Nothing comes to mind.

Recycle name tags.

I would like the virtual Q&A to be answered a little more rapidly not just at the very last few minutes.

Nothing

None

Maybe April or October rather than august.

Move it back to February.

More comfortable chairs

The schedule was a little odd.

Nothing. I think it was well done.

More live interaction with keynote speakers

More veggie options for food options

Nothing

Virtual option for day one, two, or three. Meaning, I would prefer virtual attendance on days one and three. In person attendance on day two. Shorter opening session on day two.

Nothing

Maybe switch up locations sometimes.

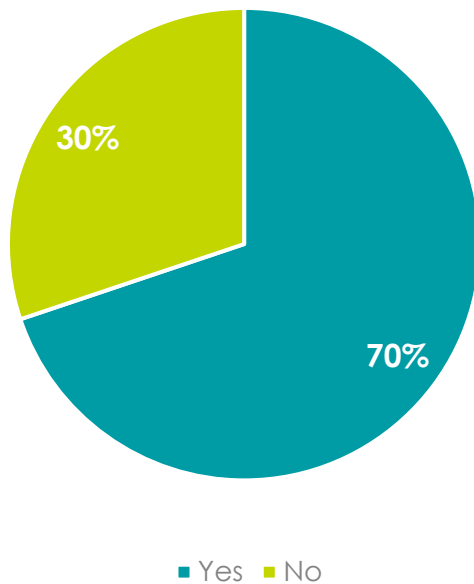
Shorter sessions and breaks to move around.

The temperature in the rooms *COLD*

Maybe to start on a Tuesday and end on a Thursday instead of a Friday.

It was freezing cold in all of the rooms.

Did you visit our exhibiting sponsors?



Everyone was very friendly and informative.

It was great to get to ask questions in person, especially from new programs like Hinge and Surgery Plus.

I attended virtually.

We didn't get very much information about booth set up and takedown.

I really only went to the health sponsors, and our agent. Really like that new joint program.

N/A

Portland State was never there to talk to.

they did a good job

Kind and helpful

Friendly and knowledgeable.

Chatted with a few of them. Great swag.

Great sponsors. Very useful products that we actually use, or could use.

Friendly and informative

Enjoyed interacting with sponsors. They were friendly and knowledgeable.

I thought the sponsors were really good this year and there were several with information I wasn't aware of.

It was great having Hinge Health and Surgery Plus there to discuss the programs.

Good variety.

I didn't have time with conference duties and presentations.

Nothing drew my attention.

Most sponsors were engaging and informative.

None

Good info

Knowledgeable and friendly

Well done!

Nice people.

I am so glad we were invited to attend and sponsor this event. I would definitely be interested in presenting a topic next year or helping develop a presentation if your team would be interested in that.

For those of us who have been to these events for years, not super worthwhile to chat with vendors we all know?

If I was able to be there in person, I would have visited the sponsor exhibits.

They were very informative.

Great to connect with them

Sponsor tables should be set up so people can mingle the first morning with the late start time.

Friendly.

All very pleasant & willing to assist

I attended for the training. I did not visit sponsors. Sorry

Very fun! Love the take aways.

Love the gifts

They are always pleasant

Meals

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Top 2
Wednesday Lunch	79%	13%	7%	0%	1%	92%
Thursday Breakfast	78%	17%	4%	1%	0%	95%
Thursday Lunch	82%	11%	7%	0%	0%	93%
Reception & Dinner	81%	16%	4%	0%	0%	97%
Friday Breakfast	72%	19%	8%	2%	0%	91%

Wednesday lunch comments:

Lots of choices!!

Food was great

AWESOME!

liked the box lunch format better

Fabulous! Thank you!!

Food was great throughout the conference. Great choices for different dietary needs.

Good food. Way too short. Long lines I had less than 20 minutes to eat

Chicken was delicious!

Good options; healthy and flavorful.

Such great options!

Wonderful lunch.

Good food.

Off the charts good

The chicken was delicious

Food is always good here

This lunch was delicious!!! Thank you!

Nice variety - sad I missed the afternoon cheesecake -- an announcement that it's "out there" would be great?

The meals were great; nice selection and quality food.

Efficiently set up. Nice variety of options. Service in the dining room was good.

Delicious 😊

The taco spread was perfect

Lunch on Wednesday was really good. Not so much on Thursday

I am keto and having a couple options of veggies was just the icing on the cake! (Almost)

Food and choices were amazing

The stuffed chicken was my favorite

Great food.

Great food. Amazing chicken

Always delicious

Liked the choices

Great lunch! I really like the healthy options.

Thursday breakfast comments:

The meals were great - tasty with lots of options. Thank you.

Great Breakfast

Food was good

Love having a variety of choices

Great breakfast- thank you! Loved the coffee stand

Oh my goodness! The breakfast is so, so good. Outstanding!

Food was cold.

Simple and satisfying

Excellent!!!

Complimentary expresso = win

My food wasn't warm but was tasty 😊

Mmmm...bacon

Delicious!

Two words: Bacon stacks

FANTASTIC! My favorite meal :-) - bacon and eggs AND chocolate chip scones?? So good.

Breakfast was great! Thank you!!!

Yummy

Friday breakfast was perfect. Loved the free espresso.

Yum!

Sausage needs to be cooked longer.

Yum. But espresso machine broke 😞

Lots of keto options

Good food and great choices

Food was a little cold

Good food

Always delicious

Loved breakfast!

Thursday lunch comments:

The food is always good at the Grand, but was definitely disappointed the restaurant and bar were closed.

Great chef! Everything is so yummy!

very difficult to avoid mushrooms, it seemed like they were in most choices

Very good variety- really enjoyed the beef option

The food is just outstanding!

Just missing a margarita :))

Tacos were a bit bland

Just delicious

I was thinking it might be nice to have a "menu" sign before the buffet bar so we know what is being served. I keep filling up my plate in the beginning of the buffet not knowing what is yet to come!

Great food

Wonderful food!

If I could give it 6 stars, I would.

Delicious

Lunch on Thursday was great!

Really good tacos and Mexican Caesar!

Loved lunch today!!

Very good! Thank you to Brown and Brown for the sponsor!

Delicious 😊

Wednesday lunch options were a little weird.

Can I say I'm not a taco fan?

Great food and good choices

Great food.

Delicious

Loved the taco or salad option

Thursday reception and dinner comments:

Everyone at my table was talking about music and dancing

Enjoyed the time to network

Awesome

The food is absolutely outstanding! Thank you so much!

Food was AMAZING!!!

Good great. Poor drunk coupon distribution to members.

Entertainment lasted too long. Maybe no entertainment, more networking.

Great evening with great food.

Tasty

Food was great

Dinner was very good.

Great dinner, fun evening!

I very much enjoyed the "Survey Says" game. It

was a nice way to get people involved and have fun.

Mmmmmmm

Dinner was delicious
creme Brule was amazing

Wonderful!!!!

Food was great & enjoyed chatting with the couple at our table. Game show was entertaining but would

recommend fewer
teams next time

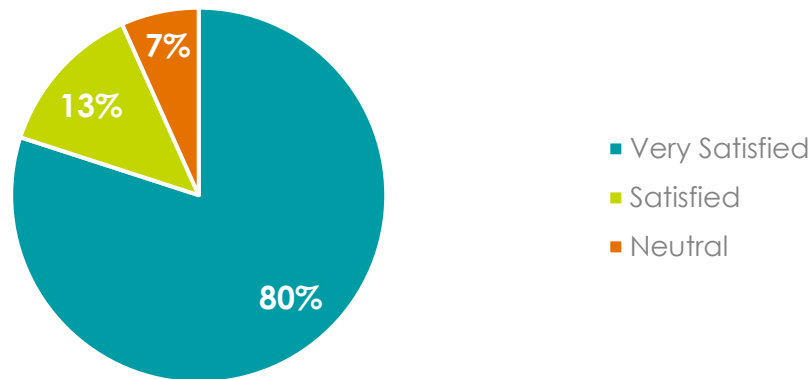
Good food and fun
entertainment.

Wish more folks would
attend-this was great.
The seafood appetizers
were amazing!

Wonderful and
entertaining.

Food is always amazing

Entertainment: Survey Says Game Show



Super fun idea and after watching this
year, I will probably participate next
year.

Fun

Very fun and entertaining

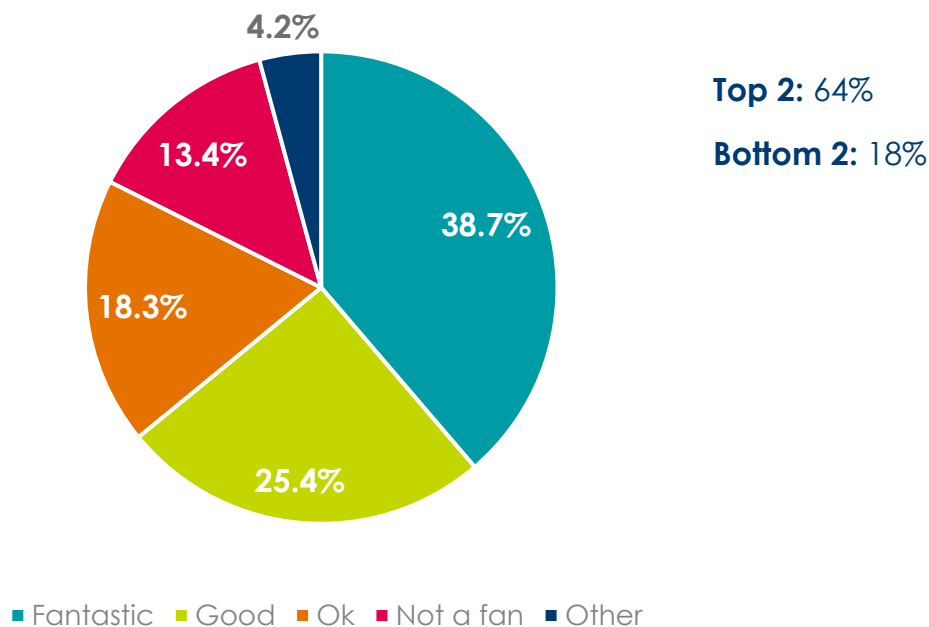
SO very fun!! Good job!! We were
apprehensive about participating but it
was well done and a good time!

Kind of meh. Would have been
interesting to have something more
interactive for more people or at least
give more people to participate.

Fun.

That was freaking hilarious!!

What did you think about having our Annual Conference in August this year?



August works GREAT for those of us who live on the other side of the state. Traveling in the dead of winter [Feb] is not practical, especially having to go over several mountain passes and down the Gorge. Traveling in Feb for a conference has stifled our ability to attend.

Since so many of us also support LE employees, it was to have the exposure into the Public Safety sessions.

not good for the public entities, audits and other beginning of the fiscal year activities.

It does make it tougher between the AOC, OCCMA and LOC and other conference training timeframes.

I liked it, but a February time might be good.

August date excluded many from attending due vacation or covering for others out on vacation or personal commitments such as school starting. Really like combined event with public safety personnel.

Prefer it to the risk of winter driving

Ease of travel; February typically starts the budget preparation process, and labor negotiation prep-August is one month into the new fiscal year, and labor contracts are in place (typically!)

I love having it in February because there is nothing else then. Aug-Sept-Oct is really heavily scheduled with conferences, and it is hard to get to them all. I really liked the PS content though.

Some schools start the end of August makes it hard for some to attend

I like the summer. It makes it easy to drive during daylight hours from the area

Too many competing summer events. Being stuck inside at a conference in the summer is never fun.

I found it to be very boring.

I liked this being a summer event that did not overlap with our budget or audit season.

I suppose there is no perfect time, but summer can be hard to plan around, I am often on vacation

Really enjoyed the public safety combined

This was my first conference, but I feel like February would be more convenient to not have to schedule summer vacations around.

August is a good time for travel due to weather

February

August is a stressful time with vacations and back-to-school conflicts.

We attend a lot of conferences in February and would have to prioritize. Late August worked great.

It was a nice event; enjoyed the nice weather.

I liked it in August, and I liked the virtual conference in February.

close to school starting - scheduling difficulties.

It was an ok time of year but a little harder to get to this year. There seems to be more going on at work in the summer as well as planned time off. I would prefer to see it either Spring or Fall.

August is prime vacation time, so it is inconvenient timing

February is better. Kind of in between audit and budget.

Having conference when school is not in session and winter travel doesn't play into it was great! Makes it easier for travel arrangements

August was good, but would prefer February

I like August if it is late in the month.

Only do one conference per year. Two limits the number of trainings I can attend. For example, I'm skipping the fall or-prima conference because I'm attending this one.

The end of August in even years is the end of the election filing period which can be difficult for City Recorders.

I did appreciate holding the public safety conference at the same time. The sessions were relevant and appreciated.

Better in Feb!

Usually very busy in the summer. I prefer February for my convenience. The hotel was hot, the conference rooms were cold!

I liked it, but a February time might be good.

August is generally a great time for a conference. The end of year work has been completed and the public seems more tolerant of us being away from the office.

Dates worked well for me since I was not on vacation, but August is a prime vacation time for many people.

August is a very busy time and there were several conflicts this week. February was easier to attend.

Safer driving conditions from the East side.

August is better road/weather conditions, but also a busier time of year for me at work.

Busy time of year right before school starts.

Very busy time of year. Hard to get away.

I like that it is still light outside in August at the end of the day, to be able to explore the area.

Once a year is all we have time for. Would love to see it move away from end of month (payroll) timing.

This was my first conference, so I don't have a comparison.

August is a good time, after budget season, before the holiday slump.

What I thought was great about having it in August is that it helped as we prepare for open enrollment and get ready for any new law changes that are going to take place in the upcoming year. August seemed like great timing for those reasons.

Prefer earlier in the year but this was not a bad alternate date

Coming from Eastern Oregon the last 8 years, it's always rude when a statewide organization plans a conference during winter. Please keep it in August.

Fantastic

Vacation time.

Easier driving conditions

Maybe a changing location? Bend would be great!

August is a busy time for everyone

What else would you like us to know about your experience at our 21st Annual Conference?

I love the hybrid option. It's hard to get away from work sometimes, so it is nice to have the online option. And it saves my city money for mileage.

By far one of the best conferences, I have attended. Great service, presentations, and hospitality. Keep up the awesome work!!

Putting a conference on isn't an easy task, but you all make it look easy. You continually respond to our needs and really 'get us', and it shows in the topics you offer. I like the flexibility we have to where we could join a session, realize it wasn't what we wanted and jump into another!!!

Enjoyed food and game show.

The technology was very good.

I really enjoyed Heather Matthew's presentation on combating workplace burnout was excellent. I feel like people in the workplace are tired and their resilient capacity is very low. This was a timely and informative session to help us keep our workplaces vibrant and vital. Thanks much.

The Salem Convention Center is a great place to hold the conference. I also like The Grand Hotel, while it could use an update.

This year's conference was well organized, and for some reason, felt less overwhelming from the last pre-COVID conference. It would be nice if CIS could cover the cost of an additional night's hotel stay, particularly for those who have to travel a long distance.

It was great. Thank you very much. I have notes for the Mental Health topic session, in case that is content at a future conference, but it looks like I get to give feedback on individual sessions.

Clarify process for obtaining continuing credit for the respective credentialing entities.

There was tension from the police, and it seemed they were annoyed at having to share the conference setting.

I appreciate that you keep doing these. One of my favorite parts is talking with other member representatives who have all types of organizational setups from very small cities with 15 people to very large organizations. I always like the legal updates as well. This year I thought the Cyber discussion was very relevant.

I do not feel that there was much for agents as none of the presentations I attended felt worth my time.

Thank you to everyone that put all this great information in one place!

Thank you for providing a virtual option. It was very appreciated.

Everything is great!

I don't know if I missed it but provide several areas on a map ahead of time of where to park. I had a difficult time. Also, maybe a different location. Maybe a more rural location. Salem and Portland are unsafe.

Didn't like the keynote.

The food was excellent.

Excellent to have the ability to attend in person or remote as I did both. Also really appreciate having all the presentations recorded and available for 30 days so attendees can re-watch, share with others and view the sessions they may have missed due to double-booking.

Appreciate everyone thank you

1. The meeting rooms were freezing. 2. Didn't seem like there were as many sessions as in the past.

It was very nice to meet in person. Really enjoyed the sessions, and the food. Well done!

I would LOVE it if you would move it up a week and get it away from payroll at the end of the month. It's a struggle every year to work payroll in.

Enjoyed The Grand, but heard folks wanting it in Bend!!

Rooms were too cold for lightweight summer clothes

CIS is doing a great job, as always!

I appreciated the thoughtfulness into the planning of the event. The popcorn session was great, the snacks and beverages available kept everyone going. Overall great experience. The game show was a fun activity for the evening.

Everything was great. The conference rooms were extremely cold though.

Overall high value and worth the time.

I wish I was able to attend more of the conference but too many conflicts.

I appreciate that the conference is so well run! I've attended live once and virtual once and have learned a lot both times.

More massage chairs for 1/2-hour massages. Better swag bags, something eco friendly. Need two drink tickets!

In the future, what is the possibility of having the Shark Tank/end of conference events happen during breakfast on Friday, have the speaker between morning sessions? I feel like more people would participate to the end of conference this way.

Thank You, well organized.

Thank you!

You have an amazing team! They are so friendly and welcoming, and they put on a great event. I enjoy working with them, and I look forward to continued partnership with the team!

Great CIS staff - you guys are the best.

Bravo! I will attend again if there are sessions on topics that I need to track. Hybrid or virtual are the best formats for future conferences for me. I probably would not attend an in-person conference. Thank you.

I thought this was great overall. You could definitely tell the difference between who the professional speakers and presenters were and those that seemed to not have much practice presenting to large groups. I am going to have my entire HR team attend next year as there is a lot of informative information that can be directly used in our area of work. Thank you.

More advanced HR trainings.

Great job

It was great!

Fun visiting friends.

Enjoyed meeting attendees from other areas of the state. Looking forward to the reception tonight

Keep this seminar at the Salem convention center. It's fantastic.

Welcoming, open, great speakers, and awesome content that I learned and excited to take back to Linn County

Great to be back to in person conference! It would be nice to have mints at the tables. I'm still dealing with a lingering post-COVID cough.

Fun conference and I've enjoyed the time!

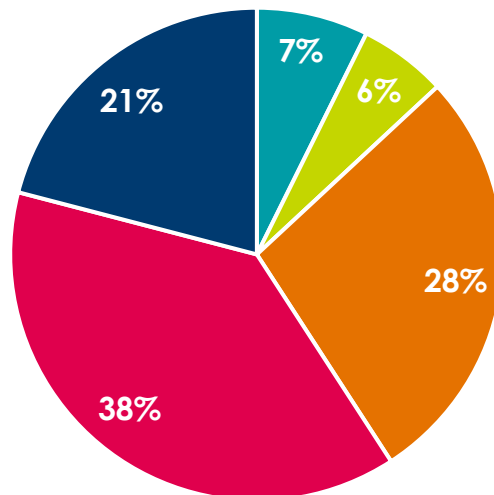
Wonderful experience.

The food is always fantastic

Thank you for a great event!!

What are your preferences for future conferences?

- Hybrid Annual Conference held another time of year (please include preference for time of year)
- Standalone public safety conference
- February hybrid Annual Conference (return to full in-person conference in February with virtual option to attend virtually)
- Summer hybrid Annual Conference with public safety track (like this year)
- February one day virtual meeting like we had this year (Annual Report to Members, Rate Projections, Benefits Member Updates, Agent and Member Services Update)



What topics would you like to see addressed at our next event?

Law enforcement drone usage and risk considerations, other drone related topics. Fundamentals of facility safety inspections for law enforcement. Oregon Emergency Management updates. Electric vehicle and fleet best practices.

Oregon Paid Sick Leave, Workplace Accommodations

FMLA/OFLA leave

As a public servant, how to best work with militant members of the public (Bonners Ferry (ID) Public Library current situation)

I would love to have an actual cyber event tabletop exercise (which is what I thought was happening this year)

Driving policies, do's and don't with ARS, why driver criteria is important...etc.

a deep dive into onboarding

I think it's important to keep the conversations going about mental and emotional health in the workplace to continue to lessen the stigma, and help employers recognize the need to provide support to employees struggling with an "invisible medical condition."

Mental health... a little differently.

HR technology trends and best practices

Specific Coverage forms CIS provides

More cybersecurity tips and tricks.

Something insurance related

Not at this time. All the topics were covered that I needed.

More on how to avoid help employees avoid burnout before it happens.

Continuing with mental health/wellness for employees and staff is helpful

DEI as it relates to HR and managing employees - outside resource

A lot of city/county/special districts have employees that work out in the field and some that work inside. It would be nice to have a topic which focuses on ways to make a more inclusive workplace (especially post pandemic). How to engage staff and bring everyone together.

I enjoy any topic discussing current events.

Excellent job choosing timely events this year - just do the same next year - who knows what will be hot then?

Best practice for internal affairs

The homeless laws and regs were great. I appreciated the PLO session too. Next year we will know more

Oregon paid leave; employment law updates

Handling discipline and performance issues

Case Law, employment law and police sessions

HR/Personnel issues

continued cyber training, Employee Retention, Employee engagement

More from H2R and Pre Loss

Retention Ideas

Onboarding, Labor relations guidelines, DEI discussion panel

Hiring and retention strategies in the "great resignation" and "quiet quitting" environment.

strategies for dealing effectively w/ media, remote/hybrid employment law issues, more labor topics, DPSST again

Record keeping and archiving

It was great hearing from public safety members on how they reduce LE claims.

HR Academy 301, In-depth Performance Management training, HRIS options

I would like specifically for agents on how we can help our members with grants, Best Practice Surveys, etc..

Oregon Paid Leave update

Mental Health "Where we left off"

Construction risks

Modern De-Escalation Training for HR and Others", or "Practice Your Conflict Resolution Skills for all", or "How To Interview With Open Ended Questions

FMLA/OLFA/PLO, new employee orientation musts

Handling stress; reducing claims/premiums.

CIS benefits portal training/overview for new staff

I would love to have a mental health track with real solutions from different cities. Also the more interactive sessions the better .. Maybe a class talking about politics in the workplace and also communication skills how to improve them them with training i

Health & Wellness, Peer support

Dealing with a "Brady" officer.

More coverage agreement content, claims scenarios.

It's hard to say what will be relevant in a year from now, but I highly enjoyed the Stress/Burnout and Mental Health (EAP) focused sessions on Friday as I think they are so important right now. Understanding current trends and sharing ideas on how to tackle problems is especially important during tough times. I work for Kaiser Permanente, and I would be happy to collaborate on future presentations or even present information on resources available to

members. If Mental Health and Wellness continues to be at the forefront a year from now, I think we could expand on the foundation from this year's conference at next year's conference.

Update on Paid Family Leave, another HR201, more low-cost cyber security improvement ideas

Not sure

A session about government finances

Full CyberSecurity protection

Love the mental health topics. Love the hr topics.

Cyber security issues

Same as this year

Public information and crisis communication tips

Things we don't know our insurance does

Continue HR, Mental health was good, leadership

How to retain employees

Recession, budgets, changing benefits, retirement?

Safety leadership, organizational preparedness

- PFML

More local ethics and municipal law

FMLA/OFLA

Do you have any ideas for future keynote or session speakers?

A speaker with knowledge on how to bridge the communication gap between executive level management and department directors.

Dr. Melissa Bird
<https://www.drmelissabird.com/live-events>

David Googins

More energy. Maybe a motivational speaker with some flair.

Not at this time

More like this year's with directly applicable experiences; not like the Ironman athlete a few years ago.

Lou Radja is excellent

Anything on automation - i.e., self driving cars.

Same caliber as this year if possible, they were great!

Upbeat, positive, humorous speaker.

Unfortunately no

Obviously homelessness will continue to be an issue so more sessions would be great

Dave Greulich-First Insight Group- focuses on helping hire people that fit your organization

Dr. Crystlee Crain, Cultural Humility

Steven Eberlein for preparedness.

No - you did great!

Generally prefer practical information to bring back to work vs. motivational or inspirational speakers. That said, the Kevin Briggs session was very impactful.

I wasn't impressed with the second day keynote. Trends in public entity operations would be helpful.

Robin Rose

An agent only class. Maybe a few agents could share in mentorship style their success with services provided, challenges, how they've bridged CIS values to non- public entity accounts... round table discussion on current trends, wins, failures...

Bring back Lindsay Boccardo. She is AMAZING, and I highly enjoyed her session. I could listen to her all day.

Mental health and DEI: Rhitu Bhasin

Motivational speakers

You're doing a great job so far

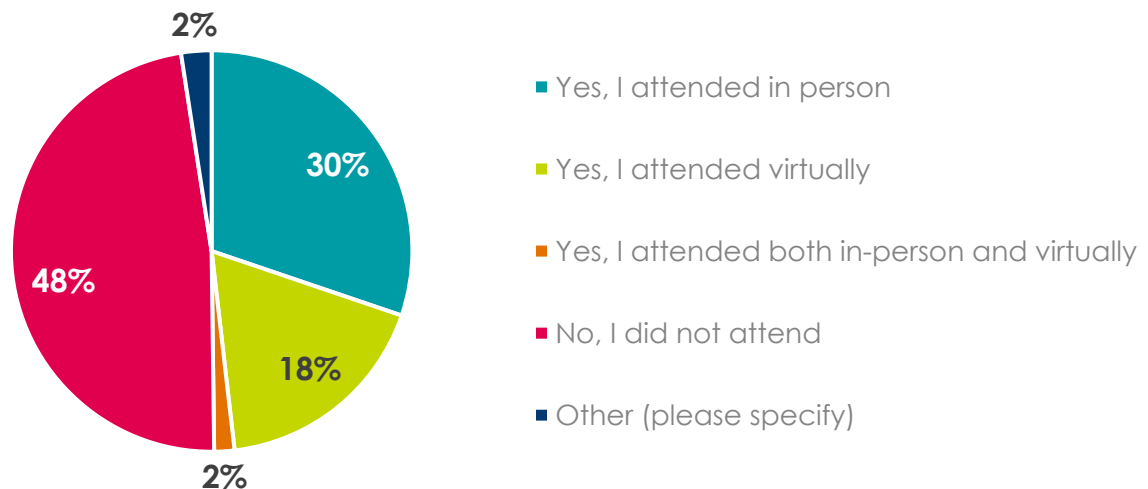
Younger generation! We need zillennials speakers.

Feedback for Future Conferences

Although we asked our conference attendees to select their preference regarding when to hold the Annual Conference in the future, the response to the question was limited to only those who attended the conference. On Sept. 14, 2022, via SurveyMonkey, we invited nearly 2,000 key member contacts and agents asking for their preference for future events; 242 responded to the survey.

The first question asked was if they attended the 21st Annual Conference. If they answered no, then they were asked why they didn't attend. Below are the results of those two questions.

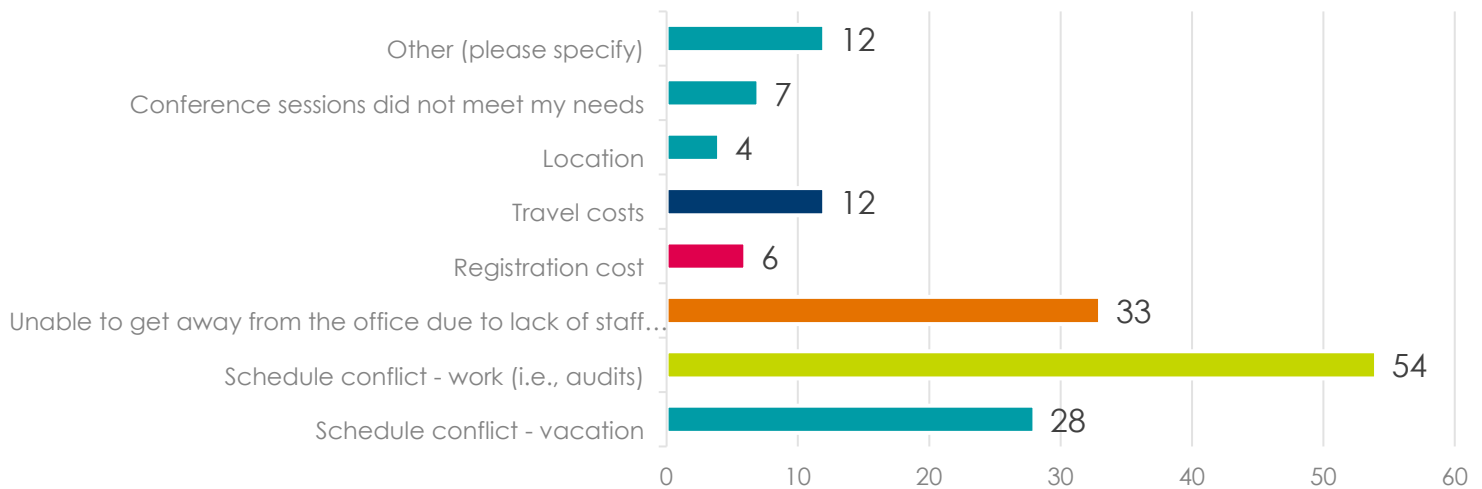
Did you attend the CIS 21st Annual Conference held Aug. 24 – 26?



Other:

- No, I had just attended the CIC the week before and couldn't go.
- Attended virtual event in Feb '22
- I did not, but 2 members of our staff did
- I gave my spot up to our new Police Chief
- I had no received notice of the conference in August 2022, therefore I did not attend.

Please share with us why you did not attend our 21st Annual Conference. (Please check all that apply.)



Other:

I was working in another position
unaware

I don't know if I need the information or
not

Sent designated staff to attend.

Easier on zoom

General workload requirements this
particular year

Was not employed in this position.

Preparing for annual audit scheduled
8/29/22

I am a payroll specialist and HR
processes all of the open enrollment . I
would like to attend next year to get an
idea how it could help me.

During a high workload week and
unable to attend

I did not receive notice of the
conference.

I attended a couple of sessions virtually

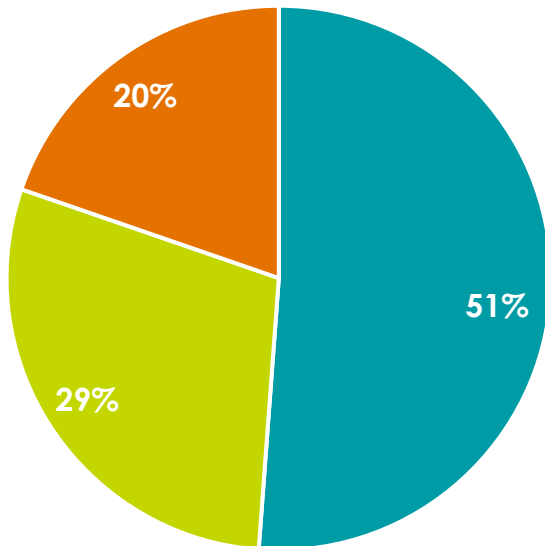
We do payroll at the end of each
month and that is when these meeting
are scheduled for.

Someone else from our city attended.

Sent my senior HR employee to the
conference

Not going to a conference in
downtown Salem.

Please let us know your preferences for future events by ranking the following options.



- **February hybrid Annual Conference** (return to full in-person conference in February with the option to attend virtually) AND standalone Public Safety Conference in August.
- One-day virtual meeting in February to announce rate projections and Benefits and Property/Casualty coverage changes and updates with an **August hybrid Annual Conference with public safety track** (like this year).
- One-day virtual meeting in February to announce rate projections and Benefits and Property/Casualty coverage changes and updates with a hybrid Annual Conference with public safety track held **some other time of year**.

	1	2	3	TOTAL	WEIGHTED AVERAGE
February hybrid Annual Conference	51.90% 109	21.43% 45	26.67% 56	210	2.25
August hybrid Annual Conference with public safety track (like this year).	29.25% 62	44.34% 94	26.42% 56	212	2.03
Hybrid Annual Conference with public safety track held some other time of year.	20.0% 42	33.33% 70	46.67% 98	210	1.73

Comments:

Having the option to attend virtually or in-person offers great flexibility.

Being as I have never attended, I don't have any productive feedback at this time.

thank you

ready to go to a real conference somewhere new

My second option may have been my first if it was in September, not August. Everything is too expensive in August to visit the coast or do anything outside of the conference.

Getting back to in person conference would be nice, you network with other during that time, and I feel that is important. It just didn't work for our schedule this year.

virtual attendance is easiest

I am fine with the Public Safety being separate but August is not a good time for my small agency as I have many on vacation and Buoy 10 fishing to deal with. I will not be able to attend in person in August. But that is just me.

I don't have a strong preference as long as it continues

I was impressed by the app, being a virtual participant. In the future it would be neat if the app could also stream the video of the presentation. Thank you for the outstanding sessions!

My preference is in-person or hybrid. August is always a little tougher. This year I had several work conflicts, but this is also a prime vacation time.

Law Enforcement track during the summer time is not feasible for LE, that is most of our busiest time of year

The travel in February was not safe, road conditions usually hazardous for those of us in Eastern Oregon. It was always a slip and slide to get there. Like the updates in Feb. though. Very beneficial.

Thank you

Summertime is difficult with so many conferences and also vacation conflicts. I like having a conference in February, virtual or hybrid, to help combat some of these issues.

Cybercrime, health insurance rates, mental health at work, a demo on ergonomics /someone sitting in a workstation and what corrections look like, and tips for writing job descriptions and interview questions.

This year's conference was great-I would like to continue to see the rates/benefits update held at a separate time, and keep the conference (including the public safety portion) focused on key topics.

Weather in February often makes traveling to an in person conference, dicey.

Annual conference in-person/hybrid in February is by far the best option, far better than either of the other 2 options.

#1 and #2 ranking can go either way with me. for my first time attending, I really liked it. If February is the same way I am great with that!

Virtual is a great option for those of us, who are experiencing the heavy staffing gaps.

As an insurance agent, look forward to learning more about the insurance side of SDAO. Thanks.

I'd avoid the summer months because of vacations.

Your session on HR was very valuable, more of that.

Anything addressing "fringe" risk: special events, unique employee benefits to promote retention, etc.

We should not have to attend the conference or dig through the conference slides to get rates for the new year. It is important information that should be much easier to attain.

Due to weather for some the virtual in Feb prior to renewals for information is great and August for all

It was great this year! I appreciate that the "hybrid" option records sessions I missed so I can go back and watch them. I prefer the February date because lots of conferences are piled together in the fall and it makes it hard to attend them all.

Great food, sessions were somewhat basic, but understand that not everyone has the same level of HR knowledge.

Thanks for asking!

It was a great hybrid.

Keep it in February, conference plus rate announcements. For sure avoid August.

I don't think we should have to attend the conference to get rate information.

It's been a while since I've been able to attend but I really enjoyed the cybersecurity presentation. Thank you!

I think having a conference in regards to only public safety is great.

Continued focus on employment and cyber claims

No suggestion but the sessions I attended virtually were very informative. Enjoyed them.

This was a great conference. Loved the Survey Says game.

As a virtual attendee and my first conference, I was pleased by the quality of the presentation and the virtual participation. Great job! I hope to attend in person next year.

I prefer the virtual conferences because it is easier for me to attend.

A hybrid model seems to be the way of the future.

I think travel in February can be difficult for in-person.

Perhaps a focus in some way on small cities would be helpful. I like to hear what the larger cities are doing, unfortunately most of it we are unable to replicate in smaller jurisdictions.

Great Conference this year - I like February a little better with projected rates for coming year

August is not good for me.

Thank you

August and September are super busy for our team. February is usually slower with fewer people going on Vacation.

Will be glad to see in-person conferences.

It was great, and so enjoyable to be in person

I prefer the spring months, as the end of summer is full of other events and fundraisers in our community

Having the annual conference in August (or other non-winter month) allows for easier travel for those not in the Willamette Valley.

Excellent conference. Well worth the time!

I love going to trainings and conferences.

The App is great.

I think it was well put together, informative, and useful as always. I do not think summer is a good time for the conference though.

The August date works better for anyone that has to travel. February weather conditions are quixotic at best.

I miss in person, but was unable to attend in person. I did appreciate that I could attend virtually. Thank you.

N/A - Have not been able to attend one yet.

If at all possible, can we avoid the last week of August? It's the end of summer and right before back-to-school.

Several associations have their conferences at the end of August. Summers are short. A lot of folks want to get the last big summer event in before the end of August. Conferences are indoor events and can happen with it is cold and nasty outside.

I very much like the way it was done this year.

Scholarships are important

I don't have a preference

I really appreciated the virtual options and hope you will continue to make them available.

Please keep virtual an option for any option you choose. It is often the only way I can attend.

Small Cities have limited budgets. While the scholarship is nice, I have found your site hotels are generally expensive.

Great in-person conference. Please move back to that.

I loved this years event and wouldn't change much.

Different location than Salem. The River House in Bend is preferable.

August was just a poor time for me to attend, esp right before school. Thanks!

I loved having both conferences at one time in one place.

Avoid August

The annual conference is always beneficial.

I actually like the idea of combining with the public safety because that seems like it would be more cost effective than having separate conferences but either way is good. I like the August conference with virtual in Feb. to announce rates and coverage changes.

Would love for the in person to be closer. For smaller cities it is difficult to get away. I really appreciate the virtual option.

I will make an effort to attend the annual conference when I know it meets our needs.

If you return to in person I suggest pulling out the public safety portions or consolidating all risk/hr related topics to one day and public safety to another. For organizations that don't have police departments it may not be worth attending in person if those are mixed and people can't make a full day of the other topics.

Thank you for a great conference. It is ALWAYS worth my time to go. I would love it if you moved it up a week. It always runs into payroll and creates a crazy busy time. I love going to Salem and the Grand. Please don't move it back to Portland. BUT... if you moved it to Central Oregon I sure wouldn't mind.

I had a great time. Thank you!

If possible, different location.

No comments for the annual conference. Question: How do I get on the notification list of the conferences?

Love the CIS conferences, these are by far my favorite conferences to attend.

It was really good to have in-person time. The sessions are more productive and educational in-person, especially the opportunity to talk with peers.

August is a busy time of year for our office while we are preparing for Audit. February has a higher chance of weather related issues so that could be a deterrent.

I like the in person version in the summer due to winter traveling conditions for those out of the area. Even in area was difficult in the past.

I have no suggestions or comments at this time.

I enjoyed it a lot. The conference sessions I was able to attend were worth my time. The food was really good. Great contacts with people.

I like the idea of a one-day virtual in February for rate projections and benefits, and then a hybrid conference in August. This year I had to attend the hybrid conference in August because as an HR Manager, I was right in the middle of a recruitment/interview process.

Having the Public Safety separate sounds like a much better idea.

I love the summer conference option for CIS, but would caution the dates selected, so that they don't conflict with other conferences also going on. In small cities, such as ours, it is often one person that is sent to attend various conferences. If dates conflicted, it would force City's to decide which conference to attend, which would be unfortunate. I know both OCCMA and OMA have summer conferences and OAMR and OACA hold fall conferences.

August is such a busy time for everyone. if there hadn't have been a tornado that moved the start of school back by 2 days i wouldn't have been able to come. and i look forward to going every year.

This years conference was great!

None - thank you for reaching out for feedback.

This year I attended virtually and it was great! I really look forward to attending 2023 in person.

I have filled out the survey with my suggestions

I didn't see the option on the list, but how about a February hybrid Annual Conference including the public safety track?

I like this year's format.

I know it's hard to not have competing sessions, but if you could please offer more "duplicate" sessions, so if there are conflicts we can catch more of them, that might work? You guys ALWAYS do an excellent job at both your virtual and in-person conferences. If you DO stay with an August follow-up to a February rate projection meeting, can you arrange to have the August meeting mid-month instead of at the beginning or end of month so our payroll analyst is better able to attend (workload-wise)? Thanks!

The courses do not seem overly relevant, topical, or useful. While nuggets of information can still be had, it's not worth the trade off if the conference is during peak vacation time vs more wintertime.

Having the event in summary makes travel safer for the part of the state that gets bad weather and closed roads. I thought it helpful to have it together so representation could be either or both from entity

I thought the conference was great. I really like the HR track. I have no preference on when the conference is held.

I know that it would work better for my office if we could do the conferences and meeting in the middle of the month.

The people at my City prefer the in person meeting in February. the summer is terrible, because they get audited by SAIF and Fiscal year end audit and they have no time.

In-person conferences offer more engaging experiences but having the hybrid option allows those who want to attend but cannot physically, to be able to still get the information.

More snacks

The dates in August also conflicted more with planned staff vacations. Not only was the Finance Director on vacation so she had to attend virtually but other office staff were on vacation limiting how many people could attend the August Conference. Maybe hold the Annual Conference sometime in Mid-September through early May to avoid most staff members vacations.

Resort at the Mountain would be great venue

did a great job with presenters and topics - thank you

I think the in-person conference offers an invaluable service that simply can't be replicated with virtual meetings. While I appreciate the hybrid option, I think straight out virtual does not offer the same value and should be avoided if and when possible. I liked being able to meet this year in August, but August also brings some other scheduling challenges that February typically hasn't brought on. Maybe that's just something we would need to adjust to. Regardless of what happens, thank you for your efforts in this annual event! It's vital for our city to be involved with.

I take vacation annually the last week of August before school starts. A conference at this time of year will unlikely ever work for me in the near future.

The summer months are really busy with kids activities and travel. Plus with budget and audit prep being in the summer it would be nice to avoid June-August

Get the conference out of Salem. Have it someplace nice that folks actually want to go to. Eastern Oregon, the coast or central Oregon.

I have never been able to get away because it keeps me away from the office too long.

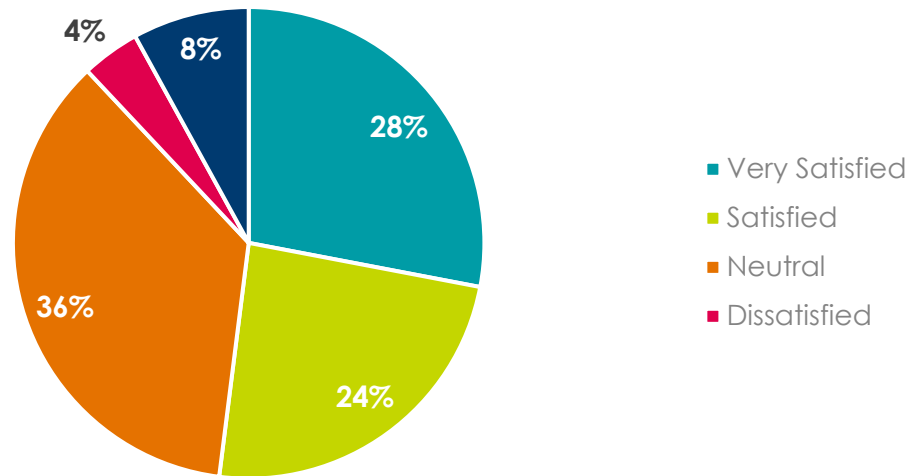
I was pleased you chose to include the public safety track in the main conference as it has been in the past. You are not listing that as one of the options here, I wish you would consider it. There is good crossover between the events.

SESSION RATINGS

One thousand six hundred and twenty-five session ratings were received. The overall rating across all sessions was 4.57 out of 5 and 89% of all respondents rated sessions as either excellent or good. Only 3% of respondents rated sessions as fair or poor.

Session Name	Avg. Rating
A Winning Combo: CIS and SAIF Partnership	3.60
Case Law/Legal Update	4.53
Combatting Workplace Burnout: Strategies for Managers	4.30
Criminal Justice Commission Updates and Programs	4.44
Enhancing CIS Benefits Options: Introducing SurgeryPlus	4.50
Homelessness Related Case Law and Legislative Update	4.85
Human Resources (HR) Academy 201: Interviewing, performance management and investigations!	4.61
It Can Do That? Unlocking the Features of the CIS Learning Center	4.68
Mental Health in the Workplace – A Legal Primer	4.47
Mindful Agility Training (MAT)	4.57
New Laws and Existing Programs: A Conversation with DPSST	4.27
Opening Welcome and Membership Address	4.39
Our Big Bright Future	4.71
Popcorn Sessions	4.44
Return-to-Work Incentives and Benefits for Public Safety Personnel	4.29
Rising Stakes: Helping Public Safety Avoid Claims	4.52
Risk Management Techniques for Providing Homeless Services	4.21
Shark Tank Session & Lunch	4.48
Social Media Madness: Why is This Stuff so Risky and Frustrating?!	4.89
Successful Women in Law Enforcement and Local Government	4.21
Taking in the Big Picture: Human Resource Situational Awareness in Public Safety	4.58
The Absence That Isn't Likely to Make Your "Heart" Grow Fonder: The Latest on Oregon Paid Leave Law	4.78
The CIS Family — Standing With You Since 1981	4.59
The Era of Megafires: Prevention and Mitigation	3.50
The Evolution of Cyber Coverage at CIS	4.68
The Power of Listening: Sometimes a Listening Ear is All it Takes	4.65
The Workplace Has Changed - Have Your Mental Health Benefits Kept Up?	4.17
Threat Disruption – Gaining Tools to Execute Cyber Tabletop Exercises	4.19
Using Insight to Show the Value of Cybersecurity	3.85
Working Hand in Hand: Navigating Personnel Matters from the Employment and Labor Law Perspectives	4.73

A Winning Combo: CIS and SAIF Partnership



A little dry.

speaker was a little dry, but not sure if WC is ever real exciting.

It was OK and I will need to process on how to better connect the dots.

Great info of resources for us to use

It's not what was expected. It was painful

Good content

Kind of boring. Good info though

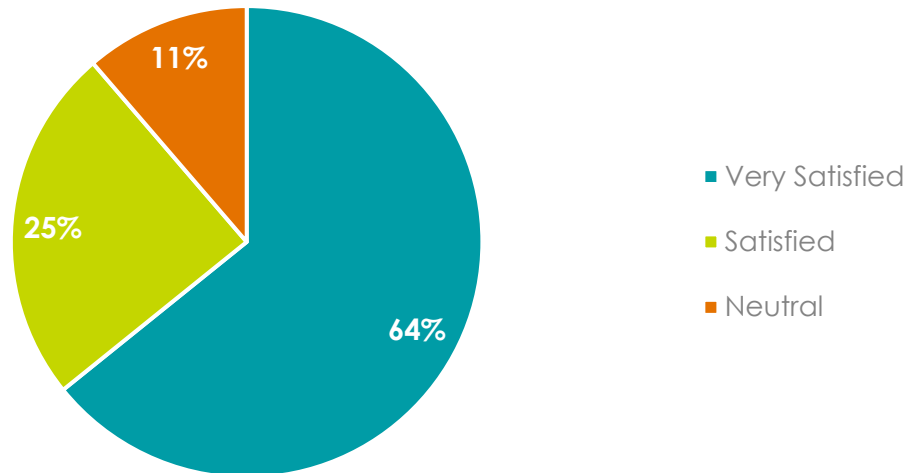
Only reading the session name (and not the description) I had the wrong impression of what the session would be about. I had hoped it would have to do more with how the partnership between SAIF and CIS works.

A lot of good information, well presented!

Helpful information.

Would be nice to know how this is a good partnership.

Case Law/Legal Update



Useful and informative. Thank you.

Very good information and presentation. Thank you!

Wow. Great info, and interesting cases

Well done.

Excellent presentation.

Good information, thank you

Great way for members to get a feel for the litigation climate.

Topics didn't seem completely relevant. More specific cases related to personnel decisions...and have multiple speakers.

Good job

Thank you.

Interesting and I enjoyed hearing real world claim scenarios.

I enjoyed the topics covered in this presentation

Hard to follow Dave. Always look forward to this session.

Interesting cases presented & knowledgeable presenters

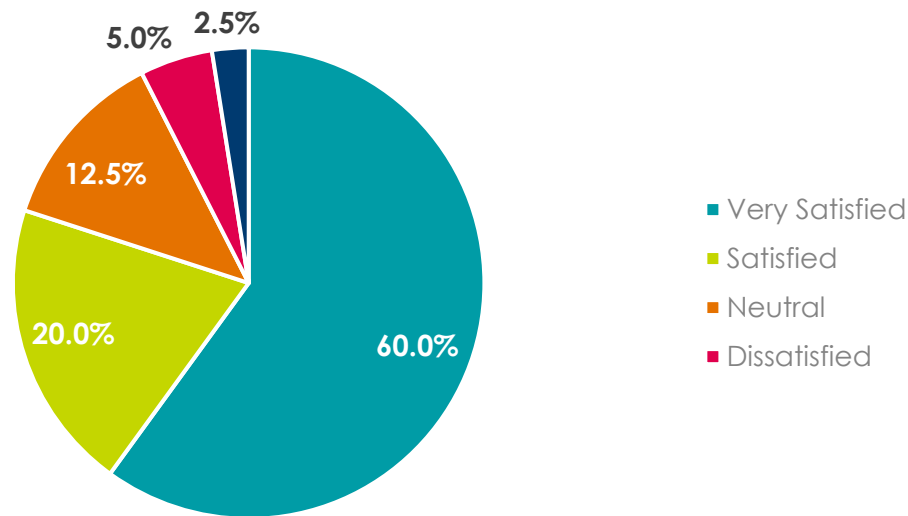
This is just great to hear what the highlights are

Good updates.

Very educational

More employment law updates. Or even just cases that CIS has dealt with. Needs to be more relevant to HR.

Combating Workplace Burnout: Strategies for Managers



Love Heather's energy! Would have liked more concrete/practical examples for how to reduce burnout.

AWESOME presentation Heather!!! Great examples and starting necessary conversations on a relevant topic.

Heather is always wonderful and extremely helpful - Thanks!

Not enough time to finish slides but great information!

I was so disappointed. By the statistics you presented, a certain (high) percentage of folks in the room are struggling with burnout or mental illness and the rest of us know someone who is. You spent 40 minutes telling us this is a problem and showing us statistics on how important it is - most of us walked into the room already knowing that. Very little time spent on useful solutions or tools to take back. It would have been more useful to pass the mic around the room (remote audience participate via chat read aloud) to share tips and ideas and strategies others have tried to combat burnout in the workplace.

Another stellar, relevant presentation! Employee wellness is so critical! Thank you!

I didn't hear the entire session but wasn't really impressed with the presentation that I did hear

Looking for more engagement to audience vs reading from slides

Identifying what burnout is and how to help manage it.

Such good perspective! Thank you.

Hit too close to home.

Some good information.

This could have easily been a two-hour session. This is the ONE subject that no employer large or small is not experiencing

Good tips.

This is such an important topic right now. Thank you for addressing it!

Excellent and timely presentation - Heather is awesome

Thank you! Great insight and learned what to look for in myself and coworkers!

Heather presented some great information about employee burnout. I realized the "Great Resignation" was occurring but didn't know this term had been developed. She brought great ideas to help retain good employees.

Thank you for the presentation.

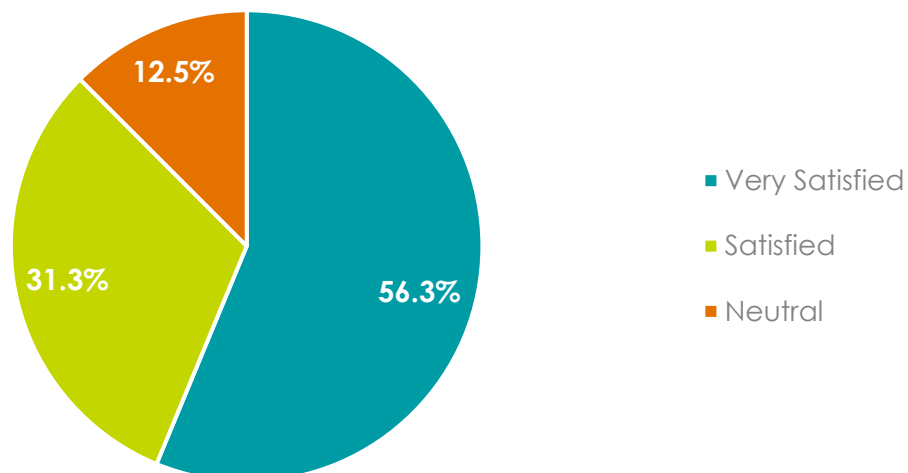
Good information but a little too much. Felt she did better when she lectured from personal experience and not the slides

Help full tips!! Thanks Heather!

Great information, resonated with a lot. Will be in contact for Health Fairs, more information, and assistance with our Wellness Committee

Great Presentation, Heather! I appreciate the relevant information.

Criminal Justice Commission Updates and Programs



Great information- enjoyed the statistics

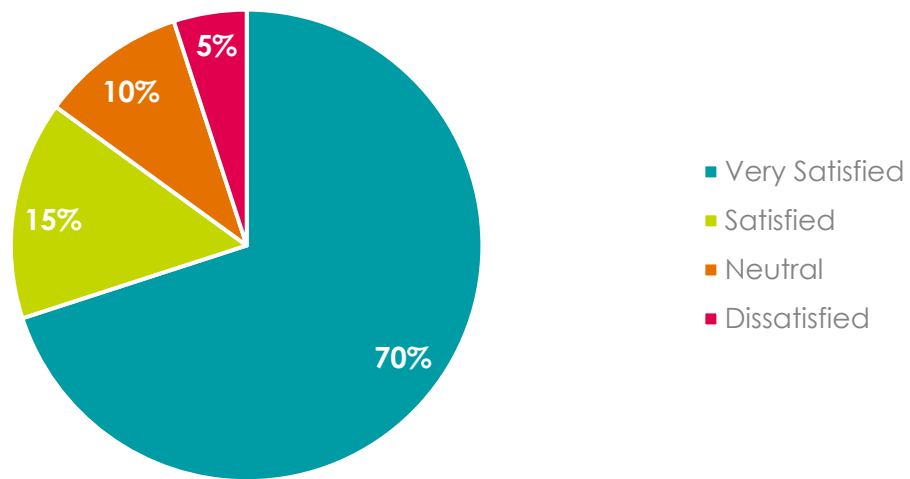
Good overview and content.

Useful Grant information! And STOP data analysis is interesting

Interesting data from Kelly Officer

Great information

Enhancing CIS Benefits Options: Introducing SurgeryPlus



Very happy

Can't wait!

Sounds like a great program!

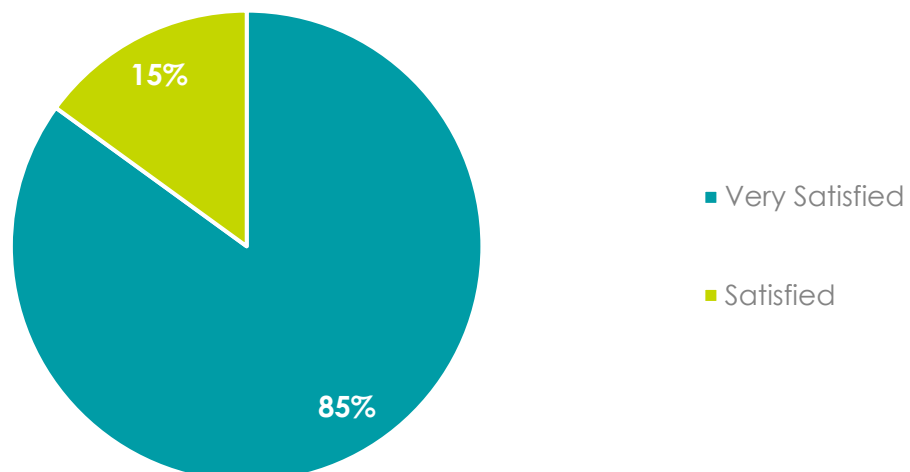
I missed parts of this session due to events in the office but heard about the program at an earlier conference. Sounds very interesting!

Good info.

Great info!

Good thing for us to offer this to our employees!! I'm not too sure about this - something about it seems like a lot of opportunities for employees to get even more confused and misinterpret how their benefits work and it just feels sketchy.

Homelessness Related Case Law and Legislative Update



Grateful for the knowledge.

This was an over the top presentation with an excellent presenter. Thank you is not enough of what can be said for all of us out here. Please make the presentation slides available asap.

Solid information

Great session!

Very good, informative.

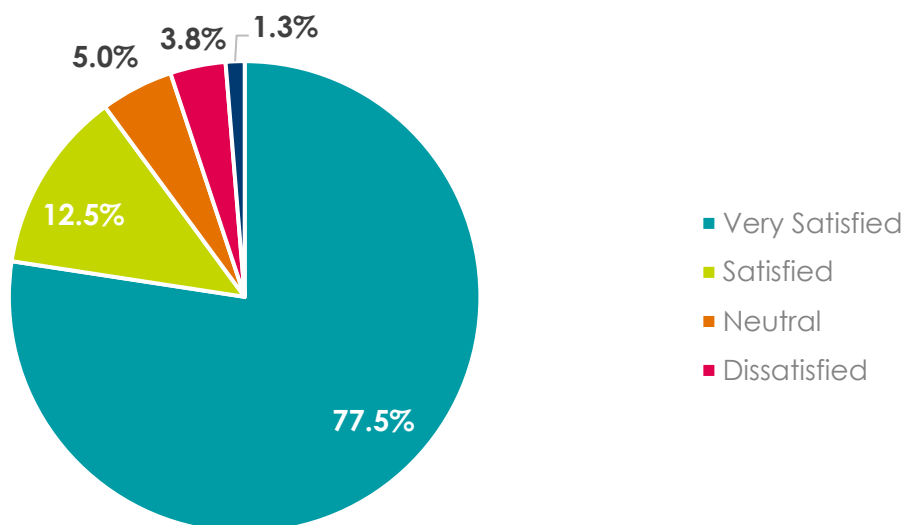
This was one of the best sessions. It is helpful hearing the break down from the legal perspective. It helps us in avoiding similar situations.

Thank you. Well done.

Thanks Aaron.

good speaker, relevant info and needed - thank you

Human Resources (HR) Academy 201: Interviewing, performance management and investigations!



Very informative

Great energy!!

Thank you Sharon for repeating the audience member's questions when you included your answers.

The information was excellent. I would like to have heard some different verbiage concerning bias.

Great presentation! Sharon is awesome and always shares such great information!

Extraordinary! A fantastic, engaging presenter! And the presentation for our organization is perfectly timely. Thank you!

Lots of good information.

Would be another great class for our Directors

What an awesome speaker! Only 2 sessions and my whole outlook has totally changed. Thank you! What an asset you are!

She does an amazing job presenting the information.

Great class, instructor spoke very well and interacted with audience

I love listening to Sharon's classes! Continues to have great topics, holds our attention & includes the class! Thank you!

Sharon is fabulous! She does such a great job!!

Not a great presenter. Subjects best suited for new/entry level HR professionals.

Sharon is always an informative and engaging speaker! I always learn something new!

very informative

Fantastic speaker. A little too long.

Love the information on interviewing but also on the discipline processes.

Always an interesting topic.

Would like to have a 301 next year, as well as expanding a bit on the topics covered in 201.

Sharon did a great job. Good use of humor and class interaction to keep us engaged. This would be a great class for some of our supervisors!

Amazing! Really great presentation and great use of examples.

Learned a lot! Sharon was super!

Great subjects, love the academy idea...would have loved to see more specifics, or role play/practice/audience involvement. Plus, some of the tactics seemed a bit dated.

Presenter needs to repeat all questions for those attending virtually.

Entertaining and informative

So engaging! I enjoyed hearing stories from the audience.

Good and relevant information

There were a lot of topics to cover here. I think that there was too much content to, a. really get into the weeds a little bit, and b. be meaningful to some long-time hr professionals.

I was only able to attend this one session virtually and it was worth the \$50 registration fee! Thank you. This session was really good.

Very basic. Outdated examples.

Great information!

Great session!

It would have been nice when taking about performance reviews to also cover the newer trend of separating annual reviews from performance management, and using reviews to focus on forward goals

Really good information

Learned a lot about the importance of the interview process as well as how to make them more effective

Great information in the time allotted. It could definitely be a longer class.

Excellent information presented in a fun way: because Sharon

Sharon Harris is one of my favorite sessions always. She's a great speaker and knows her shit!

Best seminar!!! Speaker was engaging. Would love so much more of these with her. So much to implement back at work

Low level information.

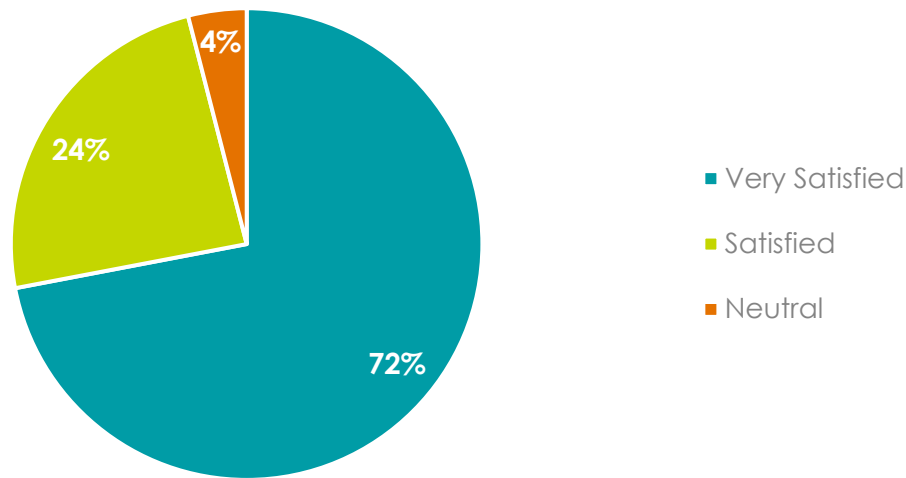
I really liked the interview question section

Loved the speaker. She kept the class fun & interactive. She was very funny.

Super!! Very engaging and I enjoyed it very much!

Very helpful. I appreciate your humor in our area of constant directives!

It Can Do That? Unlocking the Features of the CIS Learning Center



Great course! Would love more information on the new employee training package and FAQ's. Nice to have people from other entities give their feedback.

What a great tool that I need to start using! Great ideas to get the ball rolling! Thanks for the great presentation.

Super helpful and learned a ton!

Thank you this was an hour well spent

Wonderful presentation. Thank You!!

Great Panel discussion

The Learning Center continues to morph, bringing features to help organizations succeed with staff trainings. Kudos!

Thank you!

So helpful! Can't wait to utilize the system more. The automation sounds like dream - can't wait!

I'm encouraged to set up a better training system for my office.

CIS Learning is a great tool; knowing how to use it more effectively is a great way to improve an organization.

Very informative

Loved that peer institutions who use the Learning Center helped present!

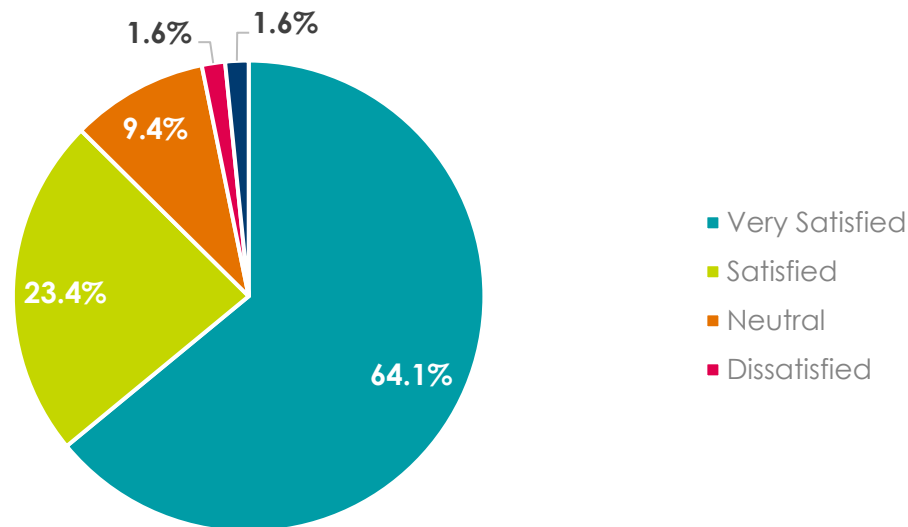
Brenda and Tila are awesome people

I have 2 employees and 7 councilors. I can make this happen!

Informative. Open my eyes on some additional tools linn county might be able to begin utilizing

Excellent!!!

Mental Health in the Workplace – A Legal Primer



So grateful for this presentation that challenges employers to support employee well-being and a culture of health in the workplace. More of this, please! Thank you, Cindy!

The speaker was very thought provoking.

Very good clarification on this subject!

So informative. She did an amazing job presenting the information.

this was more basic than I expected

I enjoyed the interactive polls

Super frustrating. What the presenter calls allowing sick leave for "mental health days", we call vacation, or "abuse of sick leave".

Very interesting and good information.

Cindy did a great presentation that was spot on and very informative.

Thank you!

Like the interactive part.

Great presentation. Good information.

Cindy is a great addition to pre loss.

this ought to be in ALL conferences

Excellent session

Topic is frustrating, but Cindy is a great presenter.

A good next session could be the practical side of mental health support in the workplace.

I did not agree with some of the legal advice.

Good information and resources. Thank you!!

Very informative

Would have been nice to provide resources for employees to be protected from predatory exploitation of loopholes.

I enjoyed the voting interaction.

Tough topic. Cindy did great!

Content was informative and enjoyed the way the presenter used interactive

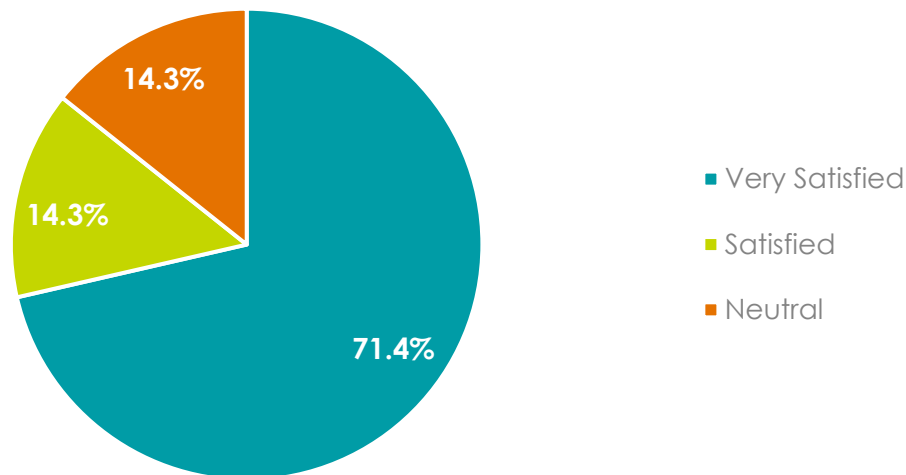
Great information!

Very awakening

This was interesting information

So extremely employee slanted. The perception that sick leave is vacation is unfair to employers.

Mindful Agility Training (MAT)



My favorite session, hands down. Compelling, compassionate speaker. Tailored to PS (well) but useful for anyone who deals with conflict.

Could have made a stronger case for effectiveness

Very good. I would like to learn more about this topic and was very interested in cognitive emotions and would like to learn more.

This session gave more than just to the public safety field. Beneficial for others to attend as well.

Interesting and informative. Jeff knows his stuff and makes it relatable to real world workplace cultures.

This was quite different from what I thought it would be. I loved the session, learned some valuable information, and really wished I had been there live to meet Buddha!

Great presentation! I didn't think I could do 4 hours but the speaker was very engaging. I loved his dog Buddha. A lot of useful information for our city and also for me personally!

Very relevant and timely information shared.

VERY worthwhile!

Richard gave some very practical ways to deal with stress and trauma. I've already put some into practice. Thanks

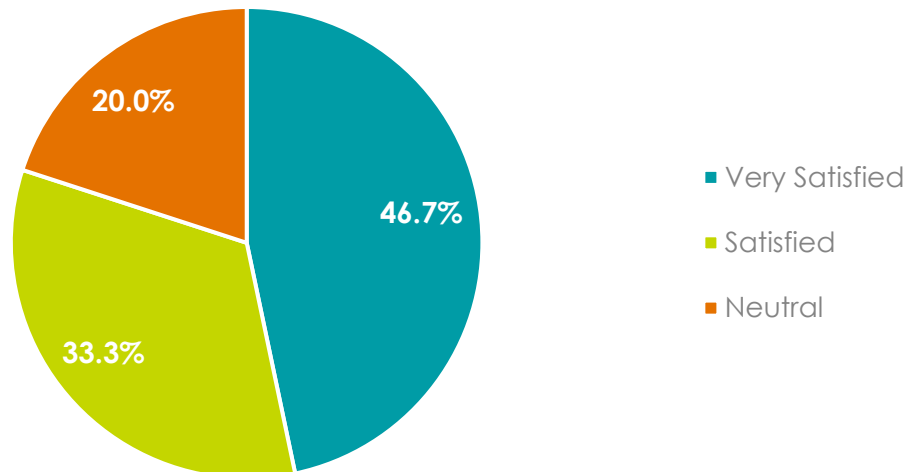
SO much good information! Intrigued to continue my own research for our team

Buddha and Rich were awesome!

Wonderful ideas and training. The speaker was very engaging. I will be looking into this training for our department.

A more scientific approach might work better for public safety.

New Laws and Existing Programs: A Conversation with DPSST



GREAT presentation!!!!!!!!!!!!

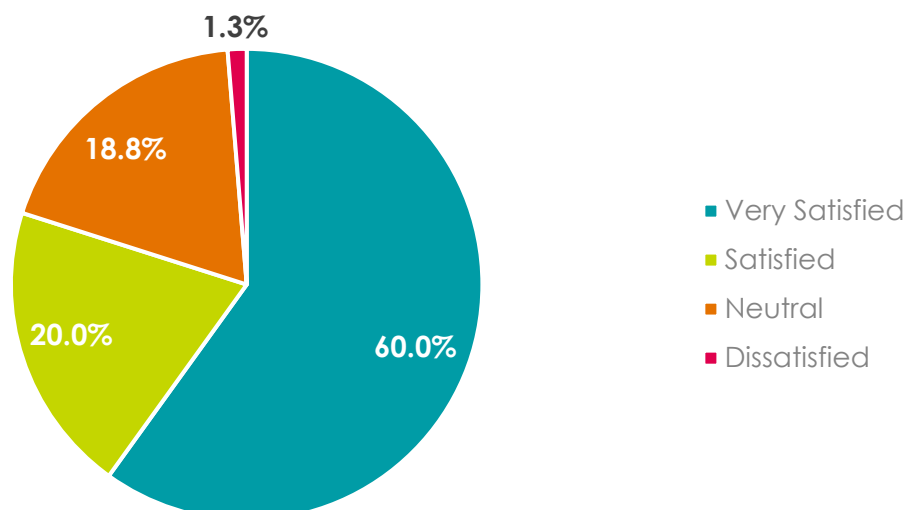
Very informative and well presented.
Thank you

Good content - just not enough time.
Maybe a little higher-level overview
would have helped.

Thanks for the update and information!!

Would have followed this better if the
new requirements were laid out more
concisely.

Opening Welcome and Membership Address



Better in February because we get a feel for the renewal increases.

Pretty good but a little disconnected for those who were virtual. Time scheduling can be difficult but was OK.

CIS has a great team

Well done!!

It was well organized and interesting!

Always good information and I love CIS...the welcome was a tad robotic, reading from a script, less personal.

I thought there would be more about what to notice/look for to tell if someone is considering suicide, not just how to approach though both are important.

The first two speakers were monotone and pretty dry. They looked very uncomfortable up there. The last one was good.

Great information!

Speaker seemed nervous it was hard to follow

Thank you!

Fine - speakers were reading (until Patrick). Not that compelling.

The intro was a bit bland, just reading an monotonous. Once Patrick was on stage it was better.

Thank you for the information and introductions. This might have been better placed on the first day.

Good information but seemed like Board members were not comfortable speaking in front of the group, which I understand, but made it kind of dry.

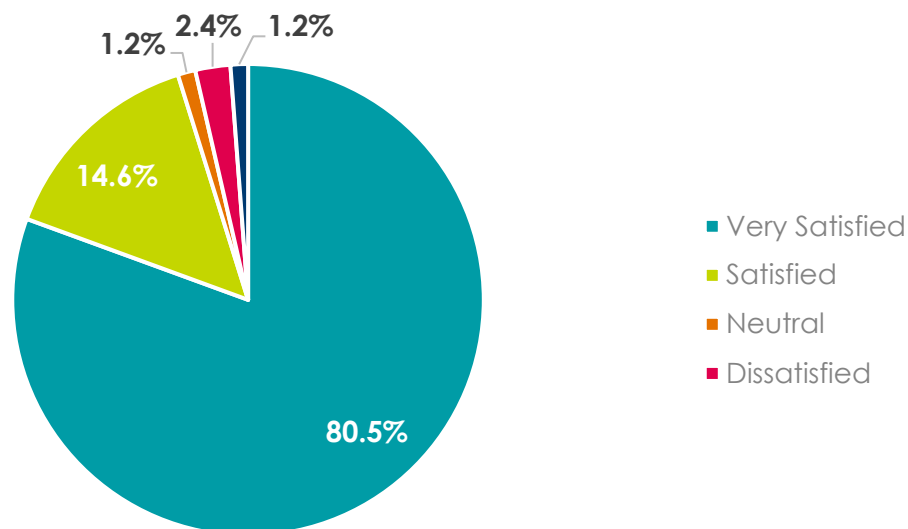
Miss this too. Sorry

The first two speakers just read from document. Patrick and Tom actually spoke to the audience members.

Great people

Very intriguing

Our Big Bright Future



Love this speaker's energy and the challenge/reminder to check your perspective on life.

Keep it positive and stay focused and "it" will get better.

Excellent and so relevant to the change I want to be in the world.

Fantastic speaker and message!

Thank you for this presentation! So needed, inspiring, and meaningful! Thank you so much!

What a wonderful and dynamic speaker! Great time to hear this message.

Fantastic speaker!!

Excellent speaker and message. Thank you!!!

Super presentation!

Really needed this today.

Good speaker.

Didn't resonate.

I really enjoyed Lindsay's enthusiasm and conversation topic.

Awesome session. Loved the positivity and ideas to use.

I would give her more stars if possible.

Engaging, relevant, motivating, fun.

Freaking OUTSTANDING! I could relate on so many levels with the way Lindsay presented - Thank you!!!!

Such a fantastic presentation! Uplifting and very useful information.

Nice way to start the day and weekend.

Really great speaker loved talking to my table friends about their experiences

FANTASTIC ENERGY! Spot on message.

Loved it!! The speaker in entirety - her message, energy, slides. It was all so, so good!!! It was super to have a different flavor keynote too - would love to see more leadership, mindset, personal growth/professional development stuff at these. Thank you very much for including this!

Good information - she was a good presenter

Fantastic! Perception is everything!

Lindsay was very encouraging

Great, great, great!!!!

#1 - know your audience. Very disappointed and closed out the session early. Glad to have not made the trip to Salem this morning. Waiting on the next session. Large number of CIS clients are public safety. All comments re pandemic we didn't have luxury to have.

Loved this speaker

Lindsay was great! High energy! She was wonderful!!

This was so good!!!! Attitude is everything.

This is really nice virtual presentation experience. I liked the balance between the use of PPT slides and her talking without slides. Nice motivational talk.

Very positive & inspiring, but I'm personally not a fan of group discussions/ exercises.

Wonderful speaker and great reminder that our view on the future depends on us.

Points well made by Lindsay.

I wish she would've taken audience questions

Fantastic speaker. I've been involved with government since I was 19. I'm now 37 and I'm just now seeing people my age. Finally! We need to get younger folks involved in government. She gets extra points cuz she referenced tik toks and memes.

Amazing!!! I wish I could hear this again and share with my husband. Loved it and the content

Amazing presentation! Great ideas to apply in real life.

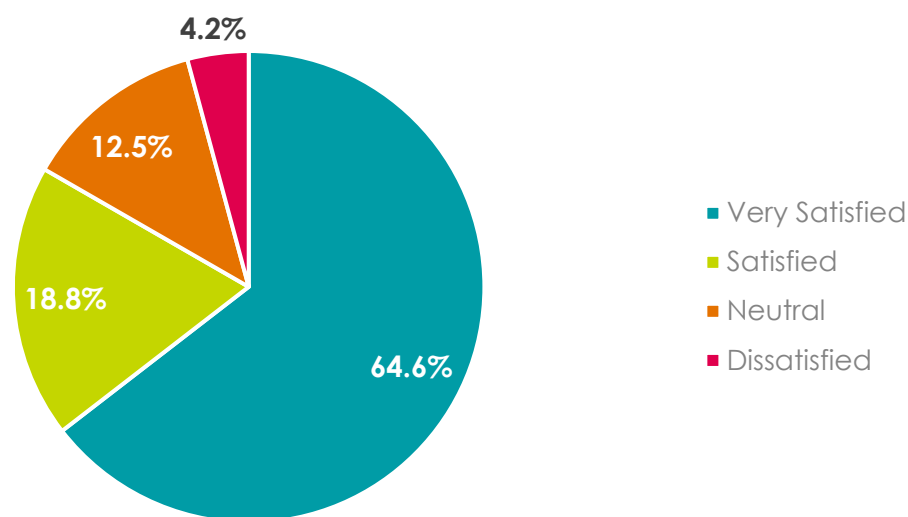
Much needed!

Great speaker and mood lifting.

Loved the speaker & her message.

The positivity and encouragement for co-creating and understanding it us up to me/you was a great reminder!

Popcorn Sessions



Very relevant

Not to sure as I was remote, but what I did get was fun and interesting.

It was great to get this overview of resources available!

So much good information! Thank you!!!

Great info!

like the short bursts of information

I won a prize!

It would have been nice to answer additional chat questions at the end

Popcorn sessions virtually didn't work for me :(

Popcorn wasn't that good

Great!!

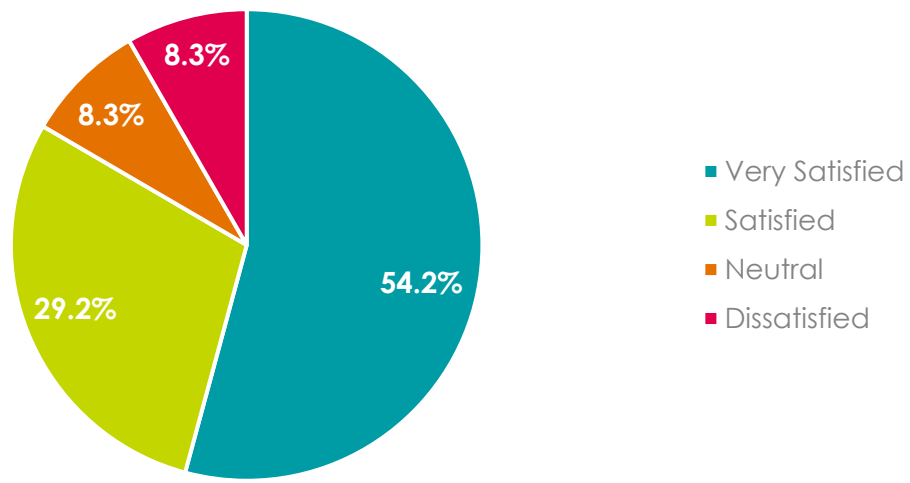
Lots of info in bite size format

Short and sweet, but worth it!

Interesting to hear how many claims are processed

The last one was WAY TOO LONG!

Return-to-Work Incentives and Benefits for Public Safety Personnel



AWSOME job Moira!!! Great examples given.

Moira did an excellent presentation, and the panel members were totally engaged.

This was over the top and greatly appreciated as we start up a PD>

Great information on this grant- thank you

Nice job!

Good ideas shared.

Did not attend this session.

Great panel discussion with helpful ideas

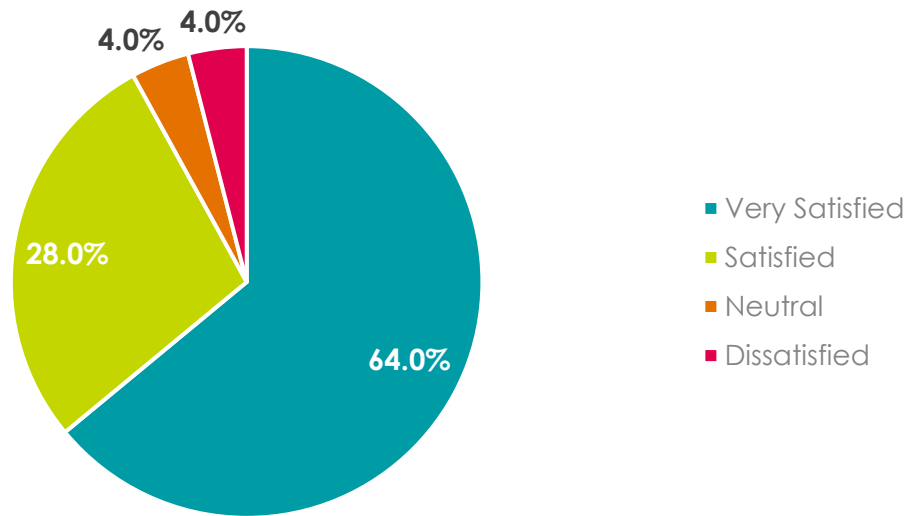
Very interesting and helpful content.

Interesting topics.

I especially appreciated the RTW examples Moira provided.

Moira is so fantastic and it was awesome to hear ideas from other agency leaders.

Rising Stakes: Helping Public Safety Avoid Claims



Very informative and greatly appreciated.

Great information!

Not much on actually avoiding the claims. It was more an overview of what the claims were

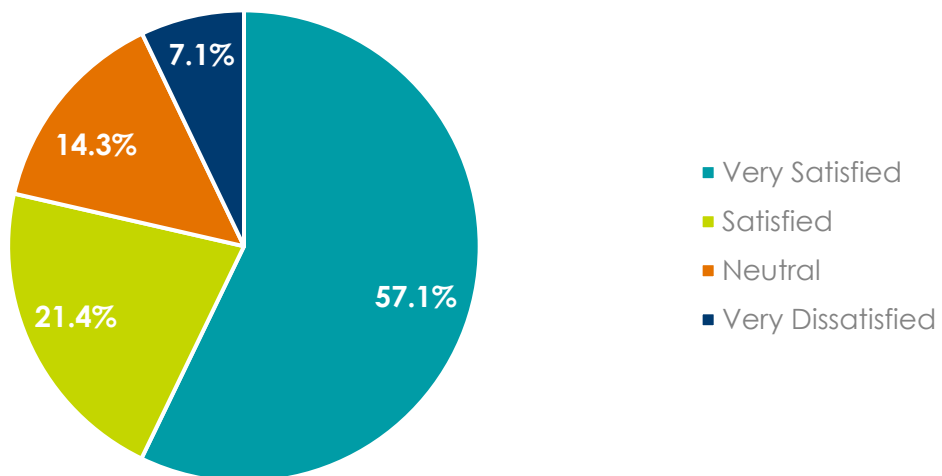
Appreciated topic.

Interesting information and statistics for consideration.

Great insight.

Would be nice to have more samples of cases.

Risk Management Techniques for Providing Homeless Services

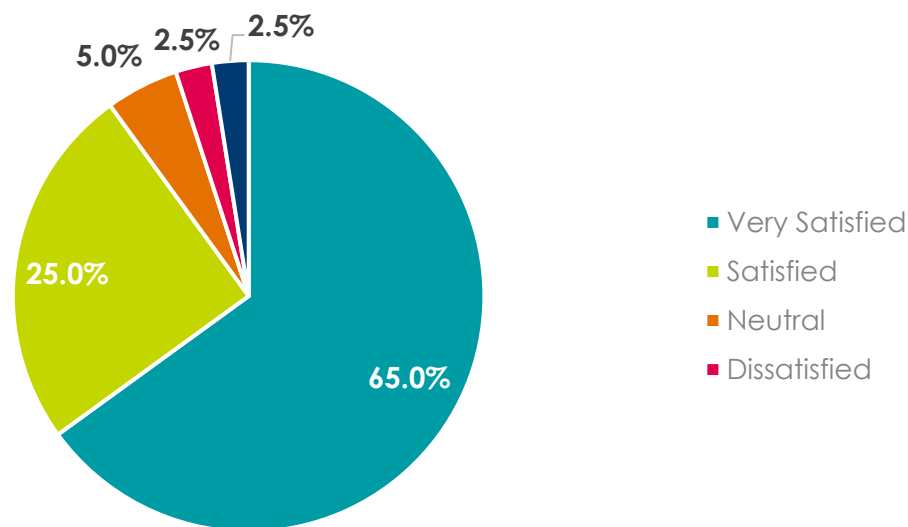


I think we need to bring back this great presenter. Very timely and we need AOC and LOC to get this information (presentation included) out to the field ASAP!

Very timely and interesting.

This was a great session - very conversational, useful to talk to folks who already have functioning programs and see what is working, break down some myths. It was inspiring.

Shark Tank Session & Lunch



Prefer an August conference!!!

I was remote so not fully able to engage but was interesting.

It is always a fun session. Great presentations. Thank you!

Oh my goodness, I'm going to miss eating this well when I go home!! Thank you so much!!

Excellent - Hope there are more submittals next year :)

This is such a fun and creative idea! The three projects were great.

Interesting ideas!

Shark tank session good but lunch was just ok

Love the Shark Tank presentations! Encouraging everyone to think up ways to make improvements is very useful :)

Loved seeing what different people are doing it's inspiring

So fun!

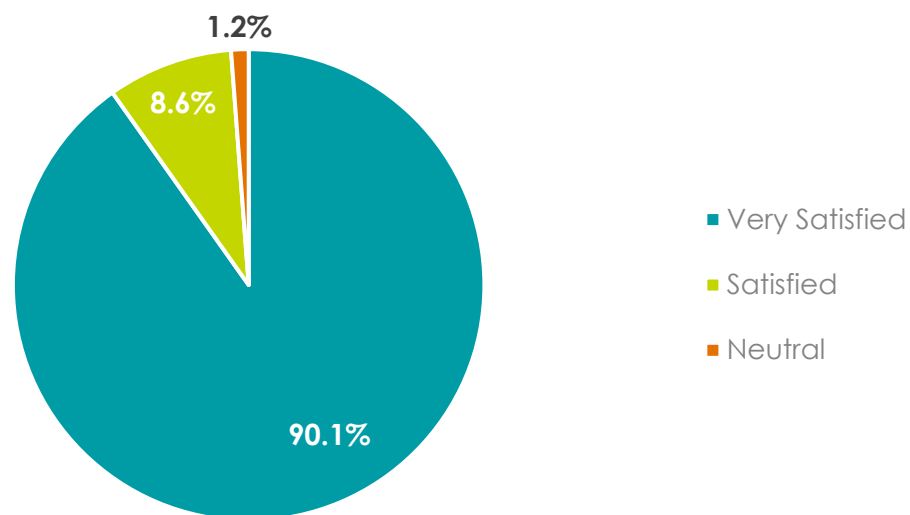
Awesome event virtually! Thank you so much!

Thank you! Great Shark Tank session!

I don't think an event that is already supported by wellness grants should be eligible for shark tank entry. Wellness grants require detailed project plans and wellness policies in place. Shark tank provides an avenue on the liability/property side for assistance. my two cents.

Thank you for the opportunity to watch these presentations and voting participation

Social Media Madness: Why is This Stuff so Risky and Frustrating?!



Great presentation. Really enjoyed seeing you work through the analysis a couple different times. Very helpful.

I cannot wait to get the handout materials. Need to revisit but was very clear on how to avoid pitfalls.

Excellent! Really fast hour full of very helpful information despite being baby boomer who is not clueless about emojis. Funny, frank, informative session.

Very useful. I will be updating this policy, and it sounds like Tamara may take a stab at drafting a model policy for elected officials.

So very relevant and engaging! Thank you, Tamara!

Great topic and presentation answered lots of questions.

Tamara is always excellent

Very interesting

Nice job.

Tamara is such a great presenter wonderful

Very relevant and up to date. Appreciated the case law.

Tamara is always a great presenter!

Unreal!

Engaging conversation

Great information. Like the scenarios and resources.

Very informative!

Very interesting! Great info

Tamera always does great

Very informative, but also quite entertaining. So glad I do not use social media....

Excellent presentation.

Great speaker - relevant topic and helpful info.

Fantastic content and examples. I will use this information right away. Thank you.

Very true examples, etc. I think a good follow up would be a session on how to mitigate this issue.

Best session of the conference.

Tamara was great, as always!

Always look forward to Tamara's presentations

Smooth presentation with good information. Thank you for the good resources.

Tamara is a great presenter. This could've been an hour and a half presentation

Learned so much and speaker was great. Would love more of this content

Excellent as always! I appreciate your humor and knowledge.

Great session!

Great topic! Wish the training was longer though!

Helpful info! Great job to Tamara!

Fantastic information

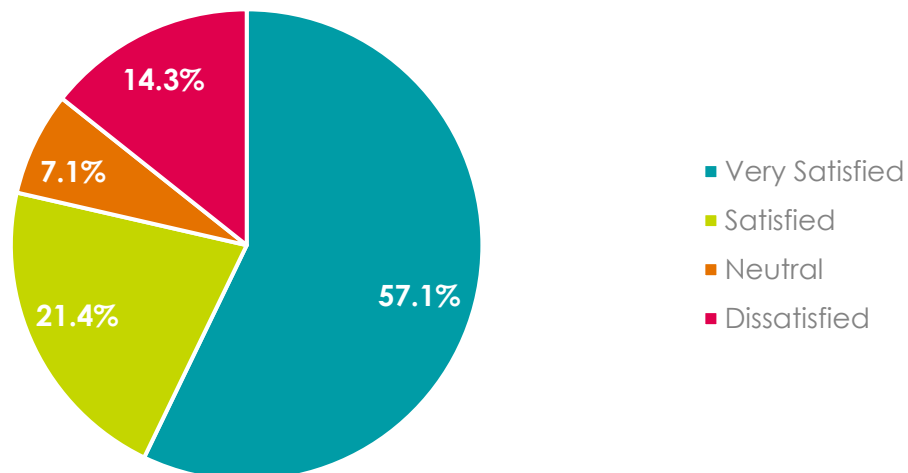
Tamara is always engaging and on point. Loved this!

Very useful information!

Very helpful Tamara!

Very interesting.

Successful Women in Law Enforcement and Local Government



Session went in very different direction then I was expecting.

Great panel. Proud of their perseverance.

Interesting hearing from the different panel members. Not surprised at some of what they shared but got the impression some in the room were shocked. That's a good thing.

Thank you for being vulnerable and telling your stories!

Great session! Thank you for putting this together and many thanks to the panelists for sharing!

A panel was a nice change of pace! I liked hearing from members, too. I think including a man in the panel would have been helpful (and I'm a woman, FYI). Additionally, especially since they

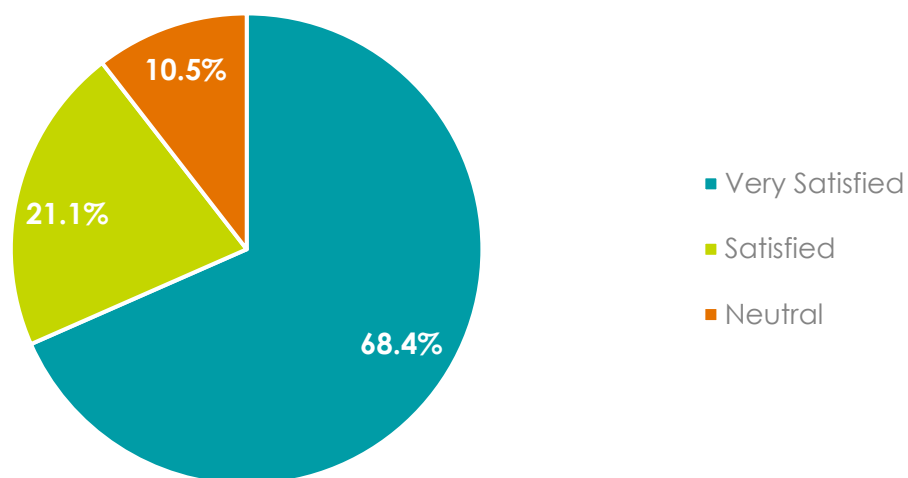
This group was great.

had access to the questions ahead, it would have been nice for time limits on their answers. One speaker seemed to take as much time as the other two combined.

Appreciate the candidness of the panel!

This needs to be a 3 hour interview session. Please do sessions about women leadership EVERYTIME!!

Taking in the Big Picture: Human Resource Situational Awareness in Public Safety



Loved this session! So informative.

Great more in-depth information

Liked that it was targeted to the audience

Learned several new things, great presentation, and informative.

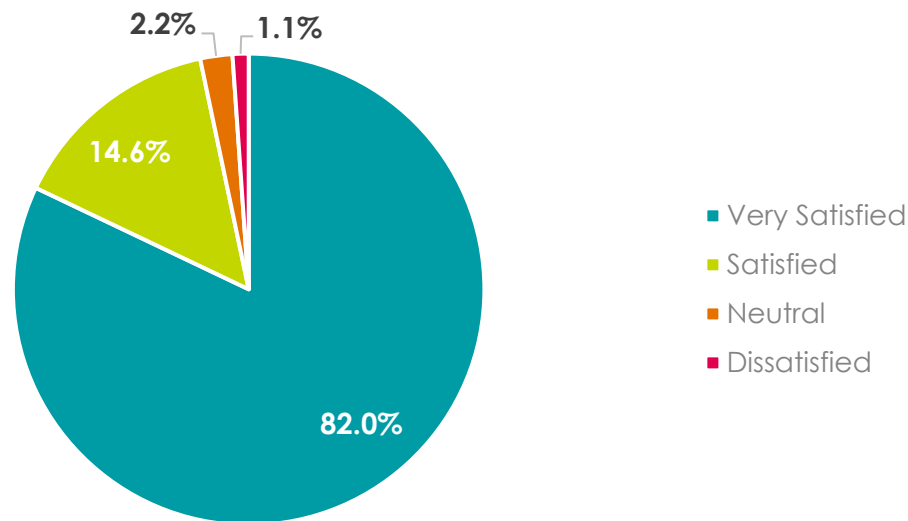
Useful information! Valuable resources! Thank you!!

Clearly presented material, easy to understand and apply

covered good material

Very informative

The Absence That Isn't Likely to Make Your "Heart" Grow Fonder: The Latest on Oregon Paid Leave Law



Speaker made it fun and very informative

You aced it! Great job on a tricky/unsure topic!

The law is too confusing. There's just so many unanswered questions. Not the presenters fault.

Well presented, even if the state of the rulemaking is somewhat disturbing, considering the timeline. Pam is bright and funny.

Excellent- information provided very clearly and concisely

Very good presentation

Pam did a great job outlining what is known now about this program

Lots of great information, Pam did a great job of sharing what we do and do not know at this point

A frustrating topic, but the very well presented with great humor

Very clear presentation!

Excellent - humor appreciated on such a frustrating topic!

Great presentation!

Pam did fabulous!!!

Helpful answers, but a lot more questions!

Best explanation I have heard so far

Pam did a great job presenting this topic.

Great/scary information. Presenter did a great job keeping composure when computer went down.

Really great info and the speaker was great. Funny but also gave clear info.

Very helpful, I look forward to more information from CIS when available.

Depressing but necessary info

Pam's humor seasoned presentation made the whole idea of PLO easier to swallow. Thank you for the opportunity to laugh at the future!

Great presentation with helpful information.

Really didn't tell us much of anything other than there are still a ton of unknowns.

Lots of info which was well presented - not Pamela's fault, but still so many unknowns and LOTS of frustrations.

Great information

Excellent information. Would like an update next year. Pam did really well.

This topic has so many unknown and confusing aspects. Great job clearly up some of the confusion with what you know today

Excellent speaker & very very informative

Great perspective on this bonkers law.

Great job Pamela!

A well done session on PLO.

Pam's research of this new and complicated plan is much appreciated!

Amazing Presentation

Speaker was amazing. Good refresher for seminars I've already had.

Excellent presentation

Thank you, Pam!

Hope to get a part two once more info is released!

So funny and passionate about the subject

This was very informative and as always Pamela is awesome!

Excellent job on a sore subject. Thank you.

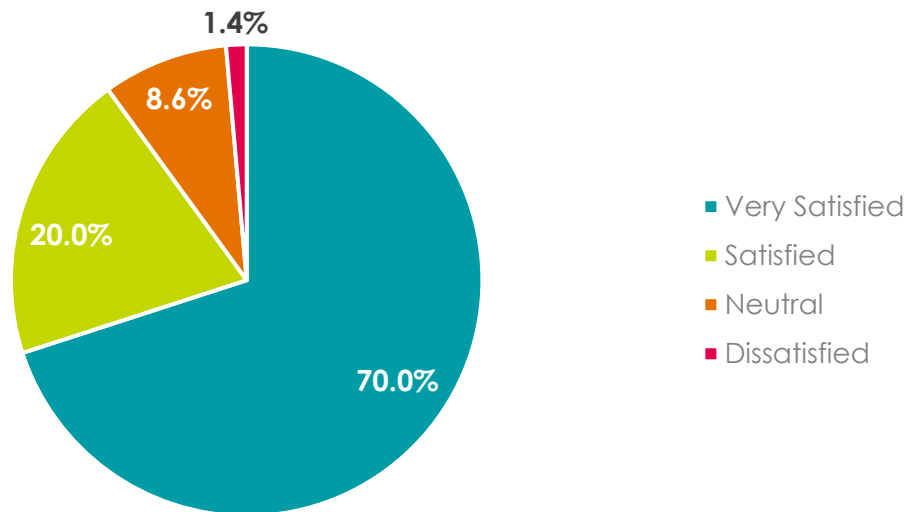
Great job Pam! Great overview. Please keep feeding us members new info. Thanks

Excellent presenter great info

I have taken a couple of different training classes in regards to applying this new leave law and even with the computer debacle, you answered questions I have had that others could not. Thank you!

Very informative.

The CIS Family — Standing With You Since 1981



I am glad that I watched this session. I had no idea CIS offers such a wide variety of services.

The content is good. Wish it used actual photos of CIS folks, not stock photos.

Very good. Bandon, my city, has been in the Trust 40 years next year and I have been the agent since 1992. I have seen some interesting times, but believe it gets better each year.

It was very clear and appreciated for all CIS does. Staff are great people as well. Thanks board.

Fun to see our city staff members in the video!

Very informative

Outstanding service always

Had to watch multiple times until it said I completed.

Staff is GREAT!

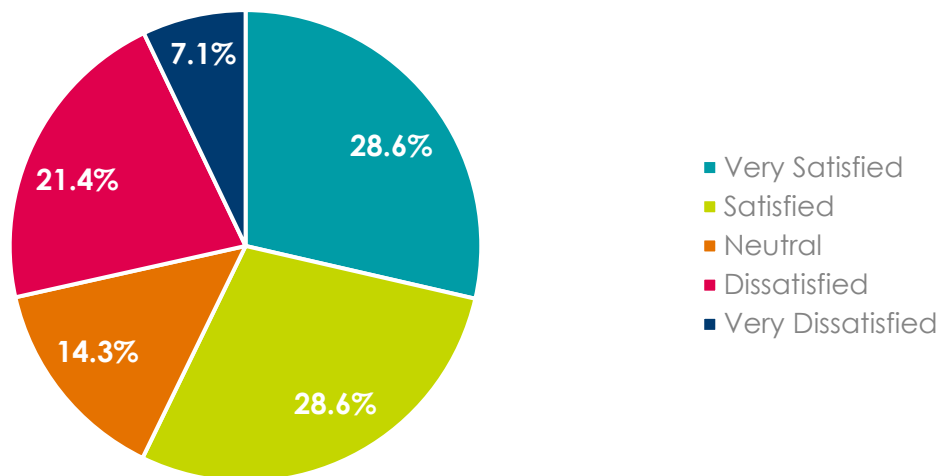
Great overview! Thank you!

Great information. Thank you!

Well done

The videos look really good. A little awkward watching them back-to-back, but I think they will be a powerful tool when used individually for their specified audiences.

The Era of Megafires: Prevention and Mitigation



Thank you, I learned a lot about fire danger and prevention!

He presented the information well. He presented resources to work through the mitigation process.

Pretty boring.

Scary to hear about all the risks we face that are out of our control, but did provide some useful information

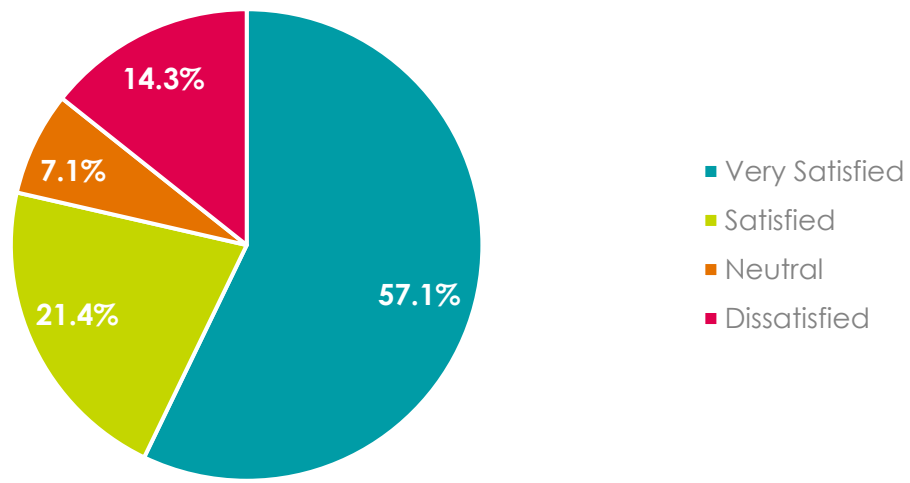
Best workshop of the conference! Loved the speaker and the information!

He really didn't get into megafires or the mitigation references were vague and common knowledge. Really learned nothing at this session.

This was just terrible. I thought this was going to be about how the fires in Detroit has changed how we do fire coverage but all he talked about was gibberish and that someday we'll all have federal funded fire coverage.

Engaging speaker

The Evolution of Cyber Coverage at CIS



I like having the checklist of what measures need to be taken, without getting into the cyber-weeds!

It was nice to have the Q&A, change of format a little. Interesting and done in an hour - thank you.

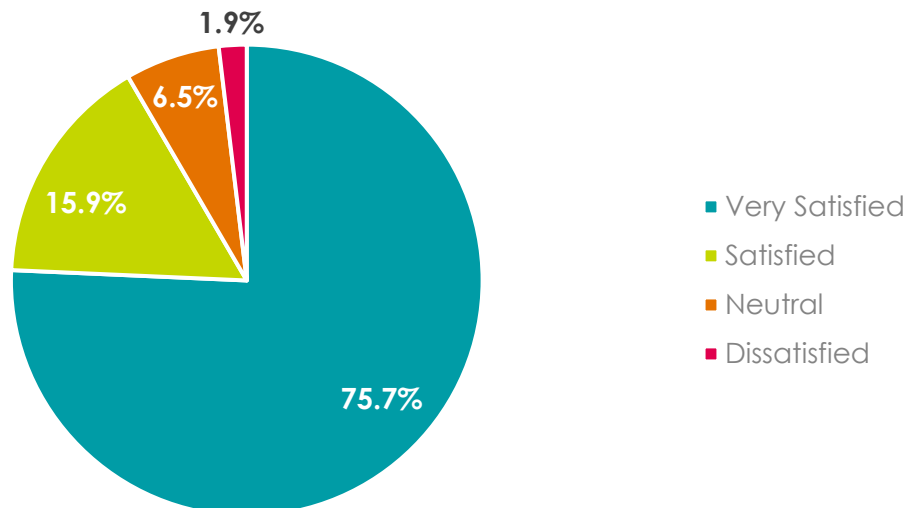
This was a very good session and well worth my time. The speakers handled Q & A in a hybrid setting very well. Thank you.

Fantastic information, I can't wait to share with all my members who couldn't make the conference.

This topic could be hours long - so helpful to discuss the details of a cyber plan/coverage.

I finally felt like I could relate and understand everything this guy said about IT. Guess I'm a secret computer nerd.

The Power of Listening: Sometimes a Listening Ear is All it Takes



Wow! I loved this session. Thank you for sharing your powerful story and for the tips for helping people who are considering self-harm.

Excellent Session - Happy this was a topic of discussion - GREAT SPEAKER!

Sad but honest and very real. I wouldn't want to be in the head of the presenter.

Excellent material and the vignettes were helpful.

Outstanding presentation! Hit home in so many ways!

I appreciate the topic. His advice seemed a little nonspecific, but his story was great. I appreciate the topic.

Poignant and powerful, Thank you Kevin!

Very relevant and timely!

Very touching and timely

Wow, great speaker, brought self-awareness to the forefront

Awesome presenter. My favorite of the conference.

Kevin is a magnificent speaker!

Excellent talk. Excellent tips on how to listen and talk to those who are suffering. Just excellent.

Excellent!

This was very very good and educational for us to use daily

Powerful

Very relevant and helpful information.

Very poignant and powerful. thank you for your honesty

Fantastic session! Well-presented and a topic that definitely needs to be talked

about openly and more often. Thank you, Kevin!

Worth it!

Great conversation but a depressing topic at the start of the day.

Very good information.

The best speaker so far. Very powerful, helpful, and moving. Was almost teary eyed.

One of my favorite sessions.

Heartfelt, real, engaging.

This was hard to listen to, I'm going through (like so many others) tough times. It got me to make a call I needed to. Thank you.

Very touching presentation. Thank you for being vulnerable and willing to tell your story. Mental health is extremely important and having people like you speak about it truly makes a difference.

Not quite what I expected. This was even better. Very moving and instructive!

Very insightful. Thank you.

Very impactful session which supported content in other sessions.

VERY important message!

This speaker had incredible intentions and wanted to share a special message, I could tell! It was a little tough to wade through.

Interesting stories, but not the best keynote speaker nor relevant takeaways vs other sessions.

Amazing presentation. Thank you, Kevin, for sharing your story and insight.

What a great session! Kevin shared some very personal information that

people generally don't talk about. I really appreciated that he allowed himself to be so vulnerable. It was very real.

I appreciated the law enforcement perspective and real-life examples that the speaker provided

Kevin is always a good presentation. I've had the privilege of listening to him several times!

Very impactful and kept me fully engaged. Offered personal insight and valuable tools to assist people in mental distress

Kevin was fantastic and shed a positive light on a very sensitive subject.

Would've been better if the focus was on listening from beginning to end

AMAZING!

I learned some good tools for work and personal life

EXCEPTIONAL! We need Kevin to speak to our officers.

gave very good tips and insight - helps normalize mental struggles

Very moving

Amazing

Fantastic!!!! This was an excellent topic and loved the presenter

Great speaker. I feel this topic would be great if it were geared solely to a law enforcement group that worked on the line. I heard comments from various folks who are not in LE that admitted they felt triggered by the subject matter.

I loved the speaker & the information.

Very inspirational

Some of the trauma was hard to listen to (especially for an empathetic person), but the story of listening was engaging.

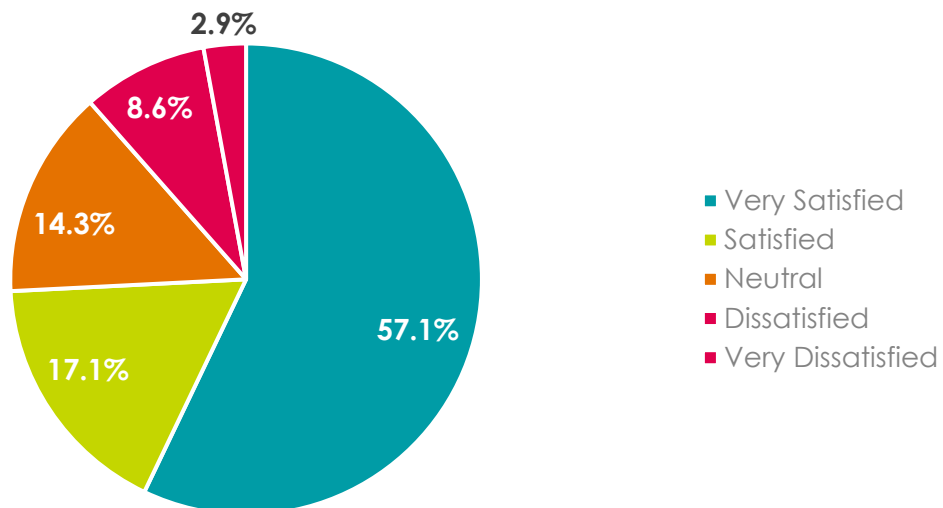
Great topic. Very moving.

Very powerful information

What a courageous person to continue and give to others. This will continue to make we humble. Thank you

Excellent session. Everyone should hear this one!

The Workplace Has Changed - Have Your Mental Health Benefits Kept Up?



Very timely!!! Excellent subject matter.

I walked out of the prior session because it was so painful to sit through. I came back for this one because it was the EAP and I thought it would be focused on solutions - services available to help. Nope. She had been asked to talk about mental health trends. More statistics telling us this is a big problem. I couldn't stay. But I will pull this one up on the hub so I can fast forward past that part and hopefully capture any tools, services, solutions.

So valuable, this information. Great presentation and presenter! Thank you!!

did not attend

this session was not good, there was no information about benefits or how they are keeping up or not

Great, great information and ideas

She talked a lot about giving the talk and stream of consciousness rather than just presenting the content. Distracting.

I think the content could have been delivered in half the time.

Thank you for the information shared

Maybe I was tired, but this conversation did not keep my attention.

Unable to stay but would like the information.

Did not attend this session.

this is a constant and should be offered at ALL CIS conferences

Not bad could have more of a panel discussion with cities who have interesting programs. Learning from each other is really helpful

Valuable information.

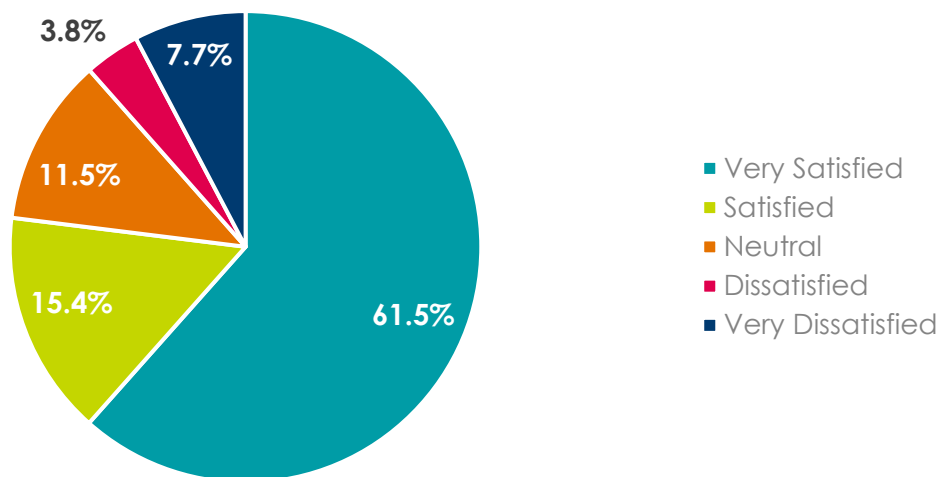
Canopy put on a great presentation. I found myself nodding in agreement many times during the presentation. Mental Health and Wellness is an important topic that we could expand on in 2023.

Interesting information. I like the idea of having someone help employees find the right mental health professional rather than just having the employees find it themselves.

Thank you for the information!

Nice to know what resources are available

Threat Disruption – Gaining Tools to Execute Cyber Tabletop Exercises



I thought the session was very informative. I learned a lot to take back to Elkton and share with the City Council and my coworkers. Thank you to the guest speakers.

Great presentation and very applicable.

Presentation was good with good resources, but I was under the mistaken impression that it would be an actual tabletop exercise.

Great content, however it was too long and the tabletop exercises could have been broken up to each table

Content and intent was good. But, there were too many non-IT participants for large group discussion. It would have been better to handle the module questions as a small group exercise and have each table report out.

I did not attend this session.

This was very useful for me and my organization. I have plenty of questions for IT when I get back.

This had the potential to be so powerful - what a hot topic that is rapidly changing and wildly necessary... but 4 hours for the content was much too long. "Tabletop exercises" led me to believe there would be interactive, small group discussion not room-wide Question session. It was boring for such a fresh and fluid exposure & product.

More participation by those in the room would have been nice. Dana tried really hard to elicit it.

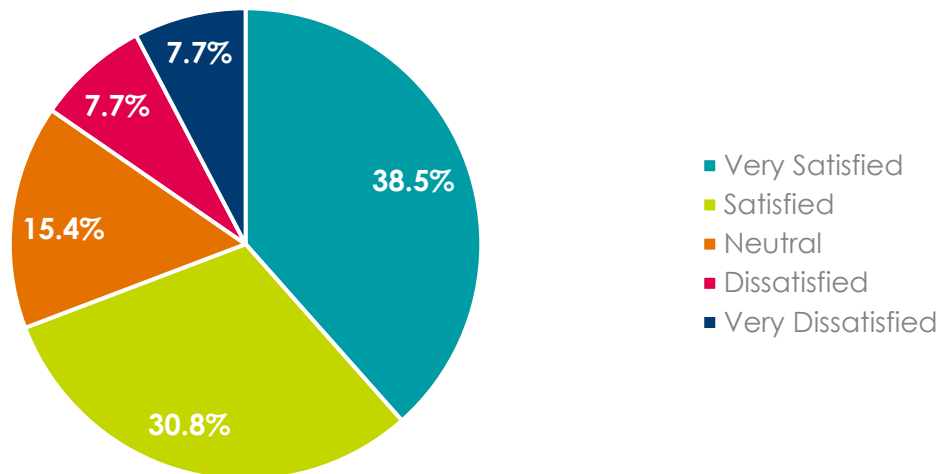
Extremely informative and helpful!

Great info. It was a little long and the attendees kept trickling out as it went on.

Extremely useful and informational.
Thank you to all the presenters and to
Covenant Technology Solutions for
sponsoring and contributing.

Very good discussion and content

Using Insight to Show the Value of Cybersecurity



Very informative.

Happy to hear and learn about insight
as an agent. Would have liked the
center projector screen down - seeing
the Insight example from the middle of
the room was difficult. Also, I think the
coverage is still new enough, a deep
dive into the coverage agreement or
product would have been powerful and
to include additional claims examples

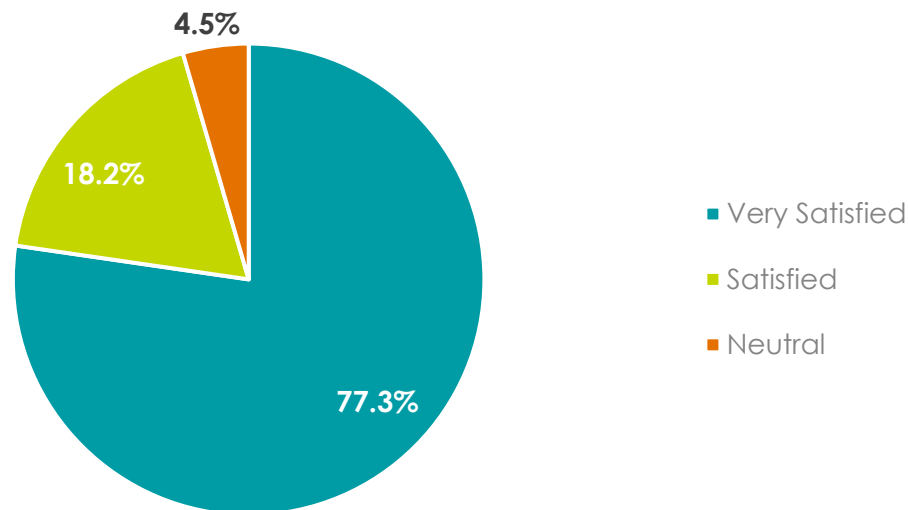
Thank you! I am excited to use Insight for
my members!

Always a pleasure to hear Scott present!

Not thrilling. Not enough time to take
notes on slides. Devolved into insipid
lecture on a presentation screen where
everything was too small to read or
understand even with commentary.

Amazing! Cybersecurity is a huge priority
for cities.

Working Hand in Hand: Navigating Personnel Matters from the Employment and Labor Law Perspectives



Very informative

Good presentation and presenters.

Really clear. Great differentiation between labor and employment processes. Thought the clarity on what is covered and not covered by Pre-Loss was very helpful.

Excellent presenters!

Awesome session, lots of useful and interesting content.

Always good examples.

This would be excellent refresher for all our supervisors and Directors

Fairly basic

Very good session. Great information and encouragement!

interesting and engaging

Very informative session.

Great presentation. Learned a lot, and dealing with all the subjects discussed. We are not alone!

Excellent presentation by extremely knowledgeable presenters

Excellent! Katie always does a great job and it's clear Ashley knows her stuff. Great team presentation.

I feel like I need to be an attorney

Lots of valuable information. Thank you.

For those of us new to HR, thank you for the informative session.

Interesting!

It was a great session.

Great job by both presenters.

Very informative! I enjoyed the real-life scenarios.

The examples were very helpful! All of the information was clearly presented.

Very informative. Thank you.

Better than most the other sessions I attended. Would love to get more into the nitty gritty of real-life claims or hypos and how they play out the way the did...

Good information about the overlap of Employment vs Labor law :-).

Excellent

Wonderful session with a lot of great insight!

Very informative with useful information. I never knew the difference between labor law and employment law. Thanks

Great session, enjoyed the details on how the process impacts both labor and employment laws

Learned a lot in this one.

Good information, but not as relevant to me as we don't have a union.

Lots of good information but they don't acknowledge the loopholes that permit predatory behavior toward employees that, if known, could keep personnel safe.

I know lots about labor and union regs more than I thought I would.

It was informative and I learned

Good opening session.

Really enjoyed the session

Wonderful content and love the interaction between presenters

Easy to follow and engaging.

This is a great session for the entities that are smaller and/or don't have HR staff in place. I appreciate all that preloss does for our organization and keeping us in place! :)

Information was great and very well presented.

Great info

This session was great! I appreciate the refresh on investigations because we do them so rarely. I am definitely going to watch the recording should we have an issue in the future.

This was great and well put together. Having been on the sidelines through a personnel matter it was eye opening to say the least, what goes into such a process.

Great refresher and reminder of the important things.

Thank you. The information was clear and helpful